

## Hua Hin International School

The HHIS Master Plan will eventually produce a school for 1000 students aged 2-18 and opened in August 2015 with the first cohort of Early Years, Primary and lower Secondary aged students. This groundbreaking phase of development has attracted teachers who are able to bring a broad range of skills and interests. The school's reputation is already being built on this breadth and quality.

The school continues to flourish. We now have just over 200 students from age 2 years old to Year 9. We will open up to Year 10 and begin IGCSE programmes in August 2018. We are a candidacy school for the International Baccalaureate Diploma and this will open up in 2020.

Hua Hin town is developing very quickly is being the school of choice for a rapidly growing population of resident expatriate and Thai families. Many families are joining us from overseas and from within Thailand.

## The philosophy:

As I hope the website makes clear, we are building the school's work very firmly around the concept of child-centredness and this consideration will override all others.

What this means in practice is that children are fully engaged by the work we provide because it matches their needs and stages of development. While as a staff we are completely clear about the expectations we have on behalf of the children and track their progress very carefully, their individuality is not be sacrificed by artificial expectation of performance compared with external norms. We use our moderated collective professional judgment and experience when assessing children's standards of achievement and evaluate those expectations against a variety of measurement devices but we will specifically *not* be tied to a testing regime that constrains so many schools.



We adopt an extended Primary model into our Middle School (Key Stage 3 in UK Secondary schools) and therefore avoid narrowing the educational process into a three-year programme of pre-IGCSE 'exam-prep'. We will expect IGCSE and IB results to be exemplary both in terms of absolute levels of achievement and in terms of individual student's successes.

## Conditions of Employment

At HHIS we wish to be seen as a good employer and we take the issue of staff retention very seriously. It is important therefore at the recruitment stage, for everyone to be clear about the salary and benefits package that accompanies a teaching position at our school. Please feel free to raise questions if there are any issues that you think need further clarification.

The information below is just a brief summary of the detail contained in the standard contract of employment. If there is any doubt concerning the interpretation of this summary then the contract itself is the superior point of reference.

## Salary Scales

Our teachers receive a net monthly salary paid in Thai Baht. Entry to the 25 point salary scale is according to qualifications and experience and movement up the scale is made at the start of each academic year.

## Settling-in allowance

Upon arrival in Thailand, each expatriate teacher will receive a one-off payment of 30,000 Baht to assist with the purchase of essential household items for their new home.

Any costs incurred with the shipment of personal effects must be borne by the teacher and these costs can be deducted from this amount.

## Repatriation allowance

Upon leaving the company's employment each teacher will receive a repatriation allowance equal in value to the settling-in allowance they received on arrival.

## Bonus payments

Assuming satisfactory performance, all teachers will receive a two-month salary bonus upon completion of each two-year contractual period. This bonus payment is approximately 8% of salary and is considered to be equivalent to the UK employer's pension contribution.

## **Benefits**

### Flights

Teachers who are employed on expatriate contracts, together with their contractual dependents, will receive annual economy flights. This includes start and end of contract flights. The school will calculate the cost of these flights by averaging economy ticket prices across 5 major carriers on May 1st each year and the cash value will be paid into the employee's June salary. The costs of these annual flights will be calculated within 3 contractual home zones:

- Heathrow for all European contractual home destinations
- Sydney for all Southern Hemisphere contractual home destinations
- New York for all North American contractual home destinations

Teachers will receive this payment as cash, which can be used for any purpose.

The school will pay the additional income tax attracted by this contractual benefit.

### Medical Cover

The school's medical scheme provides a good level of health insurance. Just like all such schemes there are pre-set limits and details of these are available from the school.

### Police clearance and other formalities

All teachers appointed to HHIS are required to demonstrate that they are cleared by authorities in their own countries to teach children. For example, in the case of UK teachers, this means providing proof of clearance from the UK Disclosure and Barring Service (DBS) checks (previously CRB checks). Everyone must also be in possession of originals of their University Diploma or Certificate showing that they are appropriately qualified to teach the subject/age group for which they are applying. If for some reason these are not available, then fully authenticated copies must be provided. In the absence of these documents, it is extremely difficult to secure teaching licences, work-permits and appropriate visas in Thailand and we may not be able to consider your application.

## Next Steps



We are interested in meeting you if you identify closely with our values – even if your professional experience has not so far enabled you to develop the associated skills. What matters is the heart you bring to the task. Of course if you have already been lucky enough to work successfully in a school that is also committed to these values, then we are especially keen to meet you.

HHIS, like all of our schools, provides a strong technological infrastructure and everyone will naturally be expected to be both comfortable with current technology as it relates to children's experience of school and also be completely open to further, rapid technological development in their own lives. Technology is for everyone and not just the ICT people.

As well as a CV we require a letter stating how you will bring our values alive and how you would like to contribute to the development of our school.



Interviews will take place in London in the week beginning March 5th 2018.