



LEADERSHIP FOR A BETTER WORLD



INFORMATION FOR PROSPECTIVE CANDIDATES

Thank you for your interest in Harrow International School Bangkok.
We hope you find the following information helpful and look forward
to receiving your application.

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A MESSAGE FROM THE HEAD MASTER

Thank you for your interest in the growing family of Harrow schools in Asia. Building on the tradition of Harrow on the Hill in London, the first Harrow International School was established in Bangkok in 1998, followed by Beijing in 2005 and in Hong Kong in 2012. Shanghai opened in August 2016.

Our international schools are committed to enabling all our students to fulfil their potential in safe and happy communities in which people are valued. Learning programmes are based on the English National Curriculum, with an emphasis on a well-rounded education.

Whilst not attempting to imitate Harrow on the Hill, we do seek to mirror the ethos of Harrow in the context of Bangkok. We draw on Harrow's stated purpose of preparing students 'for a life of leadership, service and personal fulfilment' through our motto, '*Leadership for a better world*'. It is our aspiration to develop leaders of the stature of Churchill, Nehru and King Hussein of Jordan, famous Old Harrovians, in our international context.



Effective leadership requires the motivation, skills and determination to make a difference. We aim to promote leadership in a variety of forms; leading from the front, as well as being an effective team player. Therefore we support the development of six leadership attributes:

1. Contributing positively to the community
2. Applying knowledge with compassion
3. Solving problems collaboratively
4. Solving problems creatively
5. Making fair and just choices
6. Facing challenges with determination

The Harrow Foundation (London) is closely involved in the life of the international schools: two Foundation Governors visit each Asian school three times a year for board meetings and to assure quality. There are innovative teacher and student exchanges between the schools and there is collaboration between groups of staff with common professional interests.

Harrow International Schools operate under license to the Harrow Foundation. The license is held by our Proprietor, Mr Daniel Chiu, a successful Hong Kong businessman who has supported the Harrow international schools since their founding. His involvement is a modern reflection of the intentions of Harrow's founder, John Lyon, who was granted a Charter by Queen Elizabeth I in 1572 to found the original School.

We believe in creating learning communities that are committed to our students, to the spirit of Harrow and to the curricular and extra-curricular programmes that enable that spirit to become a living reality. We welcome applications from candidates who share such values and wish to work in schools that promote them.

Michael Farley
Head Master

THE SCHOOL

Our school is situated on a spacious and green campus beside Harrow Lake on the northern outskirts of Bangkok. The School has excellent facilities, including those for boarding, sport and creative and performing arts. Our teachers are primarily from the UK, maintained, independent and international sector, and are appropriately qualified and experienced; many of them live on site or close to the school in the local area. This supports a strong sense of community.

There are over 42 nationalities in the 1,600 student body and links with the other schools in the Harrow Family are strong. There are also good relationships with other international schools in Bangkok and across the East/South-East Asia Region.



TEACHING AND LEARNING

We are an Early Years – Year 13 school. The School delivers the English national curriculum in the Early Years Foundation Stage and Key Stages 1, 2 and 3 (the Preparatory School bridges KS2 and KS3), then IGCSEs and A Levels are taught. We orientate our curricular and extra-curricular activities to support our mission, *‘Leadership for a better world’*, focused on the students and their holistic needs. This is reflected in the breadth of the extra-curricular, *‘Leadership in Action’* programme, as well as the diversity and challenge within the curriculum itself, with a strong emphasis on using our local context and a student-focused approach that complements the rigour that the UK curriculum brings to learning.

A recent innovation has been the introduction of a discrete preparatory school from Years 6 to 8 in order to provide a more gradual transition from primary to secondary schooling. Students are better supported in transitioning from the child’s world of the Lower School, with its home room based environment, to the adolescent’s world of the Upper School with a more peripatetic style of the subject specialism. Teaching in Years 10 to 13 is focused on external examinations and the students’ results are excellent. Our graduates tend to transfer to high-quality UK or North American universities.

OUR STUDENTS



More than two-thirds of our students are Thai, with the rest coming from all around the globe. The significant presence of local students creates a dynamic cultural interface between local and overseas students. We feel this enriches the cultural character of the school. We avoid the sense of transience that often bedevils expat schools: most of our students arrive in the Lower School and develop with us across many years, eventually graduating as from the Sixth Form.

Students are highly motivated and flourish in the formal yet dynamic school environment. Our staff find they spend little time dealing with discipline issues and are able to focus on their teaching. Students generally come from privileged backgrounds, from homes that value and encourage learning, though a range of scholarships are available for the less affluent.

There are a broad range of opportunities for teachers and students to interact outside the classroom. This means that, whilst respectful, relationships between, teachers and students are extremely friendly – convivial even.



OUR PARENTS

Parents are highly supportive and the '*Friends of Harrow*' (parent-teacher support group) provide a strong vehicle for parents to be involved and also to bring concerns and suggestions to the school's management. Parents are encouraged to come to school and interact freely with staff. Parents are expected to attend parent-teacher consultations, with high rates of attendance being normal. Parents are generally from professional backgrounds, are highly supportive of staff and value the quality of our educational provision.

WHAT WE LOOK FOR



Harrow Bangkok seeks teachers who care about young people and their learning, teachers who like being with children and go out of their way to spend time with them, teachers who go the 'extra mile' and see teaching as a vocation. We look to appoint teachers who embrace a high degree of integration between their personal and professional lives, teachers who young people like being with and who enjoy the fellowship of colleagues. Those we appoint relish being part of the wider school community and give generously and willingly of their time.

Successful Harrow Bangkok teachers have a passion for the subjects they teach. They are reflective and willing to try new ideas if they think it will benefit the students. Harrow Bangkok teachers have all-round abilities and interests that support excellence both in the classroom and our Leadership in Action programmes. Many of our teachers have an understanding of the independent and/or international sectors and have been involved in boarding schools, although these are not prerequisites. We look for experienced, dynamic, committed teachers who believe in what we do and passionately want to be part of it.

LEADERSHIP VALUES

In the spirit of the School's mission statement, *Leadership for a better world*, all teachers are expected to enthusiastically embrace the following:

1. The School's life as a community – being involved in the full life of the School and facilitating opportunities to give all stakeholders a sense of belonging and purpose
2. Servant leadership – treating all stakeholders with respect, listening to them and giving them a sense of being cared for and valued
3. Collaborative leadership – seeking and considering the opinions of others and effectively mentoring those for whom one is responsible
4. The development of interpersonal skills
5. A willingness to make difficult decisions with transparency and accountability
6. Determined pursuit of the philosophical and strategic goals of the School

CRITERIA FOR APPOINTMENT

Please apply for this vacancy if you meet the following requirements:

- Appropriate degree, with UK PGCE, or other teaching qualification giving QTS
- Minimum three years' teaching experience
- Familiarity with the National Curriculum of England (Plus IGCSE/GCSE and/or A Levels as appropriate)
- Passion for teaching and commitment to educating the whole child
- A high level of professionalism and consideration of the well-being of children
- Recent and consistent involvement in extra-curricular activities
- Respect for all members of a school community, irrespective of position, gender, age and ethnic background
- Previous experience working with students for whom English is not their first language
- A positive and solution-focused attitude to working life
- A clean enhanced Disclosure and Barring Services check or police check (for applicants who have never worked in UK) and no question regarding suitability to work with children

TERMS OF EMPLOYMENT

Applicants should note the following:

- Contracts are for an initial two years
- Salaries are similar to those of other international schools of our standard in the region
- 10% of salary at maximum for an annual discretionary performance related bonus
- Health insurance coverage for teachers and dependents is provided (10% co-pay scheme)
- Accommodation is provided free of charge, usually on the School campus for the first two years, though there is an option to take a housing allowance and live off-site (services are charged)
- Airfare and baggage allowance is provided from point of origin at the beginning and end of the contract period, including for dependents (except for locally hired appointments)
- Remission of fees for children of teachers attending the School range from 90% for Pre-Nursery to Year 9 and 93% for students attending Years 10 – 13
- The cost of working visas, dependents' resident visas, work permits and teacher license costs are paid for by the School

SALARY AND BENEFITS SUMMARY

TEACHER SALARY SCALE 2017/18			
Scale Point (T)	Years of teaching	Monthly (THB)	Annual (THB)
T1A	0	106,696	1,280,352
T1B	1	106,696	1,280,352
T2A	2	110,910	1,330,920
T2B	3	110,910	1,330,920
T3A	4	115,125	1,381,500
T3B	5	115,125	1,381,500
T4A	6	119,759	1,437,108
T4B	7	119,759	1,437,108
T5A	8	124,393	1,492,716
T5B	9	124,393	1,492,716
T6A	10	129,182	1,550,184
T6B	11	129,182	1,550,184
T7A	12	133,971	1,607,652
T7B	13	133,971	1,607,652
T8A	14	139,249	1,670,988
T8B	15	139,249	1,670,988
T9	16	144,527	1,734,324
T10	17	150,224	1,802,688
T11	18	155,934	1,871,208
T12	19	160,124	1,921,488
T13	20	163,207	1,958,484
T14	21	166,282	1,995,384
T15	22	169,364	2,032,368
T16	23	172,445	2,069,340
T17	24	175,522	2,106,264

TEACHER (OTHER) SALARY SCALE 2017/18			
Point	Years of teaching	Monthly (THB)	Annual (THB)
TO1	0	77,676	932,112
TO2	1	80,146	961,752
TO3	2	82,694	992,328
TO4	3	85,323	1,023,876
TO5	4	88,036	1,056,432
TO6	5	90,834	1,090,008
TO7	6	93,723	1,124,676
TO8*	7	96,702	1,160,424
TO9	8	99,777	1,197,324
TO10	9	102,949	1,235,388
TO11	10	106,222	1,274,664
TO12	11	109,599	1,315,188
TO13	12	113,084	1,357,008
TO14	13	116,679	1,400,148
TO15	14	120,388	1,444,656
TO16	15	124,216	1,490,592
TO17	16	128,166	1,537,992

RESPONSIBILITY ALLOWANCES 2017 / 18

RA	ADDITIONAL RESPONSIBILITY POSTS	THB
1	<ul style="list-style-type: none"> Lower School Subject Coordinators: Art, English, Maths, Humanities, Gifted & Talented, D&T, PSHE Lower School Instrumental Programme Coordinator MUN Coordinator Resident Boarding Assistant Boarding Support Counsellor Upper School Cover Coordinator Upper School Data and Dashboard Champion Administrative Support: Holiday Programme, Saturday School 	4,718/ month 56,616/annum
2	<ul style="list-style-type: none"> Lower School Subject Leader: Science Lower School Heads of: Music, PE, Thai, ICT, Language Support Lower School Sports & Activities Coordinator Prep Subject Coordinators: Maths, English, Humanities, Science Prep House Leader Upper School Second-in-charge: Maths, English, PE, Art Upper School Learning Support Coordinator Upper School Manager of Assessment and Data Upper School Heads of Department: Biology, Chemistry, Physics, Drama, History, Geography, PE, Academic Music, Mandarin, English for Academic Progress, Computing Upper School Careers & University Guidance Counsellor (SR5) Non-Resident Boarding Assistant Saturday School Manager; Holiday Programmes Manager Whole School Proof Reader 	9,441/month 113,292/annum
3	<ul style="list-style-type: none"> Lower School Year Group Leaders Lower School Heads of: Maths Team, English Team Upper School Heads of Department: Thai Language & Culture, Careers & University Guidance; Boarding: Deputy House Master/Deputy House Mistress 	18,877/month 226,524/annum
4	<ul style="list-style-type: none"> Lower School Assistant Heads of Phase: EYC, Lower School Assistant Head of Pre-Prep (Inclusion & Assessment/Data Manager) Senior School Heads of House Upper School Heads of Faculty: English, Science, Social Science, Humanities, Languages, Maths & Computing, Creative Arts, Leadership in Action (LiA) Deputy Head of Sixth Form Deputy Head of Prep Phase (Pastoral) Directors of: Music, Sport Boarding: House Master/House Mistress 	28,318/month 339,816/annum
5	<ul style="list-style-type: none"> Heads of Phase: Early Years, Pre-Prep, Prep, SR5, Sixth Form Director of Boarding Whole School Thai Principal 	37,754/month 453,048/annum
6	<ul style="list-style-type: none"> Deputy Head of Lower School (Director of Studies) Deputy Head of Upper School (Director of Houses) Deputy Head of Upper School (Director of Studies) 	56,631/month 679,572/annum

PRACTICAL DETAILS

Accommodation and cost of living

In a recent survey of expatriates carried out by HSBC, Thailand was second to Canada as the best country to live in. The quality of life for teachers compares favourably to the UK. The accommodation on site is in 2, 3 or 4 bedroom townhouses; water and electricity bills are reasonable, even when using air-conditioning. Food is surprisingly cheap, fresh and plentiful. Thais eat out frequently; dining in local restaurants is very cheap and the quality of food is high. A taxi fare into central Bangkok is 200-400 Baht, plus tolls (80 Baht) if you want to use the Expressway. The Skytrain and the Underground are far cheaper than their UK equivalents. It is entirely possible to enjoy a very pleasant lifestyle, including travel and eating out regularly, and yet still save money.

Cost of Living Comparison Between Bangkok and London

Indexes Difference
Consumer Prices in London are 98.00% higher than in Bangkok
Consumer Prices Including Rent in London are 129.85% higher than in Bangkok
Rent Prices in London are 198.05% higher than in Bangkok
Restaurant Prices in London are 284.14% higher than in Bangkok
Groceries Prices in London are 49.68% higher than in Bangkok

	Bangkok	London	Difference
Restaurants			
Meal, Inexpensive Restaurant	1.25 £	10.00 £	+702.44 %
Meal for 2, Mid-range Restaurant, Three-course	12.46 £	50.00 £	+301.22 %
Combo Meal at McDonalds or Similar	2.49 £	5.00 £	+100.61 %
Domestic Beer (0.5 liter draught)	1.25 £	3.50 £	+180.85 %
Imported Beer (0.33 liter bottle)	2.08 £	3.50 £	+68.51 %
Cappuccino (regular)	1.25 £	2.40 £	+92.59 %
Coke/Pepsi (0.33 liter bottle)	0.31 £	1.20 £	+285.17 %
Water (0.33 liter bottle)	0.21 £	1.00 £	+381.46 %
Shopping items			
Milk (regular), 1 liter	1.04 £	1.00 £	-3.71 %
Loaf of Fresh White Bread (500g)	0.82 £	1.00 £	+21.89 %
Rice (1kg)	0.62 £	1.40 £	+124.68 %
Eggs (12)	1.25 £	2.39 £	+91.78 %
Local Cheese (1kg)	10.38 £	7.30 £	-29.71 %
Chicken Breasts (Boneless, Skinless), (1kg)	1.83 £	7.00 £	+282.79 %

	Bangkok	London	Difference
Apples (1kg)	1.25 £	1.65 £	+32.40 %
Oranges (1kg)	1.40 £	1.55 £	+10.56 %
Tomato (1kg)	1.14 £	2.00 £	+75.08 %
Potato (1kg)	1.25 £	1.00 £	-19.76 %
Lettuce (1 head)	0.69 £	1.00 £	+45.90 %
Water (1.5 liter bottle)	0.31 £	1.00 £	+220.98 %
Bottle of Wine (Mid-Range)	12.46 £	7.00 £	-43.83 %
Domestic Beer (0.5 liter bottle)	1.04 £	1.50 £	+44.44 %
Imported Beer (0.33 liter bottle)	2.08 £	1.40 £	-32.60 %
Pack of Cigarettes (Marlboro)	1.74 £	7.02 £	+302.37 %

Transportation

One-way Ticket (Local Transport)	0.44 £	3.00 £	+587.81 %
Monthly Pass (Regular Price)	15.58 £	120.00 £	+670.34 %
Taxi Start (Normal Tariff)	0.73 £	3.00 £	+312.68 %
Taxi 1km (Normal Tariff)	0.10 £	2.74 £	+2,541.06 %
Taxi 1hour Waiting (Normal Tariff)	1.87 £	55.00 £	+2,842.28 %
Gasoline (1 liter)	0.83 £	1.38 £	+66.71 %
Volkswagen Golf 1.4 90 KW Trendline (Or Equivalent New Car)	16,616.00 £	16,400.00 £	-1.30 %

Utilities (Monthly)

Basic (Electricity, Gas, Water, Garbage) for 85m2 Apartment	52.96 £	167.80 £	+216.82 %
1 min. of Prepaid Mobile Tariff Local (No Discounts or Plans)	0.04 £	0.18 £	+321.28 %
Internet (6 Mbps, Unlimited Data, Cable/ADSL)	12.46 £	20.00 £	+60.49 %

Sports And Leisure

Fitness Club, Monthly Fee for 1 Adult	41.54 £	50.00 £	+20.37 %
Tennis Court Rent (1 Hour on Weekend)	7.79 £	8.75 £	+12.34 %
Cinema, International Release, 1 Seat	3.63 £	10.00 £	+175.12 %

Clothing And Shoes

1 Pair of Jeans (Levis 501 Or Similar)	41.54 £	60.00 £	+44.44 %
1 Summer Dress in a Chain Store (Zara, H&M, ...)	34.17 £	30.00 £	-12.20 %
1 Pair of Nike Shoes	72.70 £	60.00 £	-17.46 %
1 Pair of Men Leather Shoes	62.31 £	70.00 £	+12.34 %

	Bangkok	London	Difference
Rent Per Month			
Apartment (1 bedroom) in City Centre	415.40 £	1,400.00 £	+237.02 %
Apartment (1 bedroom) Outside of Centre	207.70 £	900.00 £	+333.32 %
Apartment (3 bedrooms) in City Centre	1,038.50 £	2,600.00 £	+150.36 %
Apartment (3 bedrooms) Outside of Centre	519.25 £	1,600.00 £	+208.14 %

What is it like to live and work at Harrow Bangkok?

'I love teaching at Harrow Bangkok! It's exciting, engaging, energetic and caring. The children here are superb; a real joy to learn with and you can take them to the moon! This is my ninth year working here, so I have seen, and been part of, many initiatives and changes. ICT integration, Big Write, Big Maths, improving the learning environment and the sports facilities' expansion are just a few developments I could mention. All have had a positive impact on the children.



Last Saturday, I took my two children to the Residents Christmas Party - a traditional event that fuses together the spirit of Christmas with the spirit of Harrow Bangkok: supportive, caring, family.

Whatever your interest, you will find your cog in the wheel of Harrow. Running club, badminton club, tennis club, Pilates, yoga, mountaineering, sailing, Art, drama and book club, to name but a few.

I love it here, my children love it here. I bet you will love it here.'

Kirsty Salmon
Year 4 Teacher



‘We have worked in International Schools and lived in Asia for 9 years, and are now in our 4th year at Harrow Bangkok. Harrow Bangkok is a thriving school which provides a fantastic environment to develop professionally and to challenge yourself on a daily basis. Our students are hard-working, enthusiastic and eager to learn, making it the recipe from heaven to teach. Our students have so many opportunities to fully develop with our holistic approach to education,

valuing sport, the arts, leadership activities, as well as offering an opportunity for serious scholarship.

My wife and I both work at Harrow and have 2 children. Our eldest has been attending the Early Years Centre since she was 18 months old. She has thrived in a friendly, caring, fun environment, where the educational opportunities and support structure is outstanding. She is now in reception and is absolutely flying, benefiting from specialist lessons in PE, Swimming, Music, Thai, as well as having the support and guidance from a fantastic teacher and teaching assistant. We could not think of a better place for our children to grow up.

Our School has fantastic facilities that are not only available to our students but to staff too, from fitness classes in the fitness suite/dance studio, football on one of our 6 grass pitches, sailing on the lake, to running around our very green and tropical campus. You really can have an excellent work-life balance and lead a very high quality of living. Living in Bangkok and Thailand gives you so many opportunities to explore the region too, and you can enjoy spending time on islands, in the jungle, or up mountains literally within hours of the School finishing for a weekend or for the holidays.

We love working at Harrow Bangkok, living in Bangkok and Thailand, and we could not recommend it highly enough to anyone considering moving here.’

Michael Preston
Director of Sport

THE BENEFITS OF WORKING WITH HARROW SCHOOLS ASIA

The Harrow International Schools Group is dynamic. We have been operating international schools in Asia for 20 years and have taken our time to be ready for further expansion. We currently have schools in Beijing, Hong Kong, Shanghai and Bangkok.

With high levels of staff retention and gradual increases in leadership capacity in recent years, the group is well placed to expand using its growing expertise. New teachers joining us will benefit from the experience and expertise already available while, at the same time, bringing new ideas and the experience of new approaches in the UK and in other international schools.

Becoming part of the Harrow family offers real benefits for teachers. Professional development links are already flourishing and, as we grow, career progression within the family becomes a very real option.

THE HARROW FAMILY

Legal ties

Each Harrow international school has its own Harrow Agreement, a legally binding relationship that outlines the roles and responsibilities of both the Harrow Foundation and the individual international school. Mr. Daniel Chiu has been the Proprietor of Harrow International School Bangkok (HISBK), Beijing (HISBJ), Hong Kong (HISHK) and Shanghai (HISSH) from the beginning. Mr. Chiu initially became interested in HISBK through family connections and has subsequently developed a passion for international schooling. It is due to his willingness to invest that the capital necessary to establish such large facilities has been raised.

Each Harrow Agreement has important appendices that define the accountabilities for the operation of each school. Harrow International Management Services (HIMS) is the operating company for the Harrow International Schools, providing strategic oversight, coordination and quality assurance for the existing schools and establishing new Harrow International Schools.

Functional ties

There is significant interaction between the schools in the Harrow Family:

1. Old Harrovians have sat and are sitting on both HIS Bangkok and HIS Beijing Boards.
2. Mr Kevin Riley, formerly Head of the Harrow Foundation's other London school, The John Lyon School, was Head of Harrow Bangkok until August 2011.
3. Mr Mel Mrowiec, former Deputy Headmaster of Harrow on the Hill, was appointed as the founding Head of Harrow Hong Kong in 2012 until August 2017
4. Mr David Dawes taught mathematics at Harrow on the Hill for 16 years before teaching at several of the Harrow International Schools.
5. Graduating students from both Harrow on the Hill and The John Lyon School have worked in Harrow Bangkok as GAP students.
6. Each year two teachers receive travel awards to travel to Harrow on the Hill for a week to become more acquainted with the school.
7. Many students from Bangkok have attended Harrow on the Hill's summer holiday programme.
8. The Proprietor of the schools and the Director of Schools attend one Harrow Foundation Board meeting a year.
9. Each June ten Y11 students from each of the five Harrow Schools attend a student-led conference on The Hill (London).

OTHER SCHOOLS IN THE HARROW ASIA FAMILY

Harrow International School Hong Kong

Harrow International School opened in Hong Kong in September 2012 on a spectacular site on the Gold Coast in the New Territories, near Tuen Mun. The Lower School consists of Early Years (Crèche and Kindergarten) and Pre-Prep (Years 1-5). The Upper School includes the Preparatory School (Years 6-8), the Senior School (Years 9-11) and the Sixth Form (Years 12-13). Harrow Hong Kong is the first day/boarding international school in Hong Kong with extensive boarding facilities. Up to half of the places in the Upper School from the start of Year 6 are for boarding, either weekly or full. Once at capacity, there will be 400 places in the Lower School and 800 places in the Upper School.



Harrow International School Beijing



Harrow International School Beijing was founded in 2005, following the proven success of Harrow in Bangkok. Initially, it opened as a Secondary school in central Beijing with a clear brief to provide high quality British based education and preparation for leading universities around the world. In 2008, after four years of service, forty-seven students graduated, securing places in a range of good

universities in Britain, America, Canada and Australia. Aware that the starting mandate had been fulfilled and with the secondary school almost full, in October 2007 the Board of Governors ratified the decision to open a second site for a Lower School and a plan for the future building of a single site School. In August 2008, straight after the Olympics ended, the Lower School opened on a greenfield site by the Wenyu River, to the north of Beijing.

In March 2013 a brand new, spacious, purpose-built site was finally opened, with outstanding facilities.

Harrow International School Shanghai

Harrow International School Shanghai opened in August 2016 and is the most recent addition to the Harrow Asia family. The School is a day and boarding school for students aged 2-18. Pre-Nursery to Year 10 opened in August 2016 on the newly-developed Sunland project in the Waigaoqiao Free Trade Zone, thirty minutes from the centre of Shanghai. In August 2017 the opened for Year 12, for the study of A-levels. Boarding is a crucial element in the life of all Harrow schools and Shanghai is no different. Boarding is expected to be available at Harrow Shanghai in late 2017.

