



WELLINGTON COLLEGE
CHINA
惠灵顿中国



惠立教育
HUILI EDUCATION

POSITION: **Director of Academics (Initial Teacher Education / Research)**

ABOUT US

Wellington College China represents the marriage of traditional values and progressive education. Our Wellington values of Courage, Kindness, Responsibility, Respect and Integrity are as pertinent today as they were more than 150 years ago when Wellington College was founded.

Our vision is to inspire pupils to become intellectual, independent, individual and inclusive: our Wellington identity. This will be based on a model of holistic education and pastoral provision that establishes the values and knowledge needed to be an effective global citizen. We aim to prepare pupils for success during and beyond life at the College by creating a caring, learning community that develops well-rounded individuals with strong values and the skills and identity to thrive in an ever-changing world.

Wellington College China currently comprises colleges located in Tianjin, Shanghai and Hangzhou. Together they serve approximately 3000 pupils. The colleges are:

Wellington College International Tianjin

Wellington College International Shanghai

Wellington College International Hangzhou

Huili School Shanghai

Huili School Hangzhou

Huili Nursery Shanghai

Huili Nursery Hangzhou

Wellington College China is committed to making professional learning and personal development central to its ethos and approach. Wellington College China fully recognises its responsibilities for safeguarding children. Our safeguarding policy applies to all staff, governors and volunteers working in the school.



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Basic Information

JOB TITLE	Director of Academics (ITE/Research)	DEPARTMENT	Wellington College China Central Office / Institute of Learning
SUPERVISOR	Senior Director of Academics		

OBJECTIVES

The key aims of the Director of Academics (ITE/Research) are to:

1. Work with the Snr Director Academics to set standards for primary and bilingual education across the Wellington College China (WCC)/Huili group
2. Ensure staff in schools across the WCC/Huili group and beyond have access to high quality training and development courses
3. Ensure initial teacher education programmes meet the aims of the group
4. Lead on research activity within the group and beyond with a specific focus on bilingual education along with supporting school-based projects
5. Lead on curriculum and pedagogical development for primary, literacy and bilingual education across the WCC/Huili group
6. Provide consultancy, training and development courses to the wider community through the Institute of Learning
7. Support the growth and development of WCC by providing research and primary education expertise to business development opportunities as and when they arise
8. Lead on safeguarding across the WCC/Huili group of schools

The Director of Academics (ITE/Research) will be proactive, determined and professional. Imbuing the Wellington College values will be a consistent feature of the Director of Academics (ITE/Research) practice. He/she must be able to communicate effectively with the Wellington College/Huili community; academic and non-academic team members, parents, extended families and external agents involved in the functions of the setting.

There is an expectation that the Director of Academics (ITE/Research) will be based in Shanghai but travel extensively across China.



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KEY RESPONSIBILITIES:

1. Staff training and CPD

- 1) Work with the Snr Director Academics, Masters, principals and heads of school (e.g. Prep/Junior/Primary) to ensure the needs of individual schools and WCC/Huili as a whole are met. This will include assessing need and understanding strategic development plans to establish appropriate CPD models
- 2) Lead professional learning, training and develop directly
- 3) QA courses led by external parties
- 4) Network with leaders within WCC/Huili and beyond to strive for best practice and keep up to date with developments in education
- 5) Ensure that appropriate training and development opportunities are available at all schools through a WCC professional learning network
- 6) Facilitate the sharing of best practices across schools
- 7) Nurture current and future leaders through effective mentoring/coaching
- 8) Directly deliver training and support school-based teams to foster professional learning communities and lead professional learning
- 9) Work with the Snr Director Academics to evaluate primary and language outcomes and standards across the group

2. Lead ITE

- 1) Work with the Snr Director of Academics to establish the PGCE, QTS and leading learning programmes
- 2) Leads on recruitment of trainees
- 3) Train relevant mentors and quality assure standards across all ITE programmes
- 4) Ensure all trainees make good or better progress
- 5) Keep abreast of ITE developments in the UK and world wide
- 6) Establish a broad set of partnership schools offering outstanding ITE across China and beyond

3. Lead high impact research projects

- 1) Directly lead on high impact research projects on bilingual education
- 2) Lead high impact research projects in schools across the group



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- 3) Secure high quality partners across China and beyond to engage with high impact research
 - 4) Create opportunities for research findings to be shared within and beyond the WCC/Huili group
 - 5) ensuring that all programmes are financially viable
 4. Lead on safeguarding across the group
 - 1) Establish a deep understanding of best practices in safeguarding from the UK and beyond
 - 2) Work with school leaders to ensure safeguarding policy and practice operate at standards of international best practice
 - 3) Contribute to training and development of staff across the group
 - 4) Liaise with local education systems and schools to provide guidance and support on safeguarding

JOB QUALIFICATIONS

BASIC QUALIFICATION	Education	Bachelor's degree or above
	Major	Relevant teaching qualification, MA Education preferred
	Language	Business level communication in English
EXPERIENCE	Working Experience	10 years and above of relevant experience in schools 5 years of school leadership and research
EXPERTISE	Extensive knowledge of <ul style="list-style-type: none">• ITE• Bilingual education• International education and activities• Working in Asia• Academic courses and training	



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**PREFERRED
APTITUDES**

- Commitment to high quality learning and educational provision
- Personal Integrity, accountability and credibility
- Imbue the Wellington Values in all aspect of professional conduct
- Ability to present analysis, proposals and strategies to the governors and leadership teams
- Strong track record of solving complex problems, strategic thinking and delivering significant impact as a leader.
- Excellent communication and interpersonal skills.
- Proven ability to work with metrics, numbers and trends, and develop recommendations for action based on the analysis.
- Strong mindset for continuous improvement to meet or exceed expectations