



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.

MESSAGE FROM 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 fulfill 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 fulfillment' 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;

- Contributing positively to the community
- Applying knowledge with compassion
- Solving problems collaboratively
- Solving problems creatively
- Making fair and just choices
- 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 been involved with the 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, with 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 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 that 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. 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 National 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 homeroom based environment, to the adolescent's world of the Secondary 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



77% 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 that enriches the cultural character of the School. We avoid the sense of transience of an expat school, with most of our students arriving in the Lower School and developing with us across many years, eventually graduating as Harrovians.

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.



There is such a broad range of opportunities for teachers and students to interact outside the classroom that, while founded on respectful relationships, teachers and students generally get on very well and a strong sense of kinship and enjoyment pervades the Campus.

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 the normal. Parents are generally from professional backgrounds, so 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 with a high degree of integration between the personal and professional lives, teachers who young people like being with and who enjoy the fellowship of colleagues and teachers who want to be part of a community.

Successful Harrow Bangkok teachers have a passion for the subjects they teach and the manner in which learning occurs and have all-round abilities and interests to 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.

CRITERIA FOR APPOINTMENT

Please apply for this vacancy only 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 a first language
- A positive and solution-focused attitude to working life

Leadership Values

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

- 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
- Servant leadership – treating all stakeholders with respect, listening to them and giving them a sense of being cared for and valued
- Collaborative leadership – seeking and considering the opinions of others and effectively mentoring those for whom one is responsible
- The development of inter-personal skills
- The ability to make difficult decisions with transparency and accountability
- The pursuit of the philosophical and strategic goals of the School with determination

Other Employment Details

- Contracts are for an initial two years
- Salaries are similar to those of other international schools of our standard in the Region
- 10% annual gratuity per annum in lieu of a pension fund
- 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 2016/17

Teacher Salary Scale			
Scale Point (T)	Years of teaching	2016/17 Salary Monthly (THB)	2016/17 Salary Annual (THB)
T1A	0	105,640	1,267,680
T1B	1	105,640	1,267,680
T2A	2	109,812	1,317,744
T2B	3	109,812	1,317,744
T3A	4	113,985	1,367,820
T3B	5	113,985	1,367,820
T4A	6	118,573	1,422,876
T4B	7	118,573	1,422,876
T5A	8	123,161	1,477,932
T5B	9	123,161	1,477,932
T6A	10	127,903	1,534,836
T6B	11	127,903	1,534,836
T7A	12	132,645	1,591,740
T7B	13	132,645	1,591,740
T8A	14	137,870	1,654,440
T8B*	15	137,870	1,654,440
T9	16	143,096	1,717,152
T10	17	148,737	1,784,844
T11	18	154,390	1,852,680
T12	19	158,539	1,902,468
T13	20	161,591	1,939,092
T14	21	164,636	1,975,632
T15	22	167,687	2,012,244
T16	23	170,738	2,048,856
T17	24	173,784	2,085,408

TEACHER OTHER' SALARY SCALE 2016/17

'TEACHER OTHER' SALARY SCALE			
Point	Years of teaching	2016/17 Salary Monthly (THB)	2016/17 Salary Annual (THB)
TO1	0	76,907	922,884
TO2	1	79,352	952,224
TO3	2	81,875	982,500
TO4	3	84,478	1,013,736
TO5	4	87,164	1,045,968
TO6	5	89,935	1,079,220
TO7	6	92,795	1,113,540
TO8*	7	95,745	1,148,940
TO9	8	98,789	1,185,468
TO10	9	101,930	1,223,160
TO11	10	105,170	1,262,040
TO12	11	108,514	1,302,168
TO13	12	111,964	1,343,568
TO14	13	115,524	1,386,288
TO15	14	119,196	1,430,352
TO16	15	122,986	1,475,832
TO17	16	126,897	1,522,764

RESPONSIBILITY ALLOWANCES – LOWER SCHOOL 2016/17

RA	POSTS	THB (Monthly)
1	<ul style="list-style-type: none"> Co-ordinators – Art, English, Humanities, Junior English, Maths, Gifted & Talented, D&T 	4,718
2	<ul style="list-style-type: none"> Year Group Leader Co-ordinators - Science, Assessment and Reporting Subject Leader – Maths, English, Head of Language Support Head of Lower Music Head of Lower School PE 	9,441
3	<ul style="list-style-type: none"> Head of Primary ICT Assistant Head of Phase 	18,877
4		28,318

5	<ul style="list-style-type: none"> • Head of EYC • Head of Pre Prep 	37,754
6	<ul style="list-style-type: none"> • Deputy Head of Lower School 	56,631

RESPONSIBILITY ALLOWANCES – UPPER SCHOOL 2016/17

RA	POSTS	THB (Monthly)
1	<ul style="list-style-type: none"> • Co-ordinator - Duke of Edinburgh • Co-ordinator – Work Experience • Heads of Department - Music Technology • Teacher in charge of - MUN, Religious Studies 	4,718
2	<ul style="list-style-type: none"> • Prep Co-ordinator - Maths, English, Humanities, Science, Creative Arts • Prep House Coordinator • Learning Support Coordinator • Prep Tech Integration Role, Senior Tech Integration Role • Second-in-charge - Maths, English, PE • Manager – Assessment and Data • Senior Master • Head of Department - Biology, Chemistry, Physics, Drama, History, Geography, Upper School PE, Academic Music (Senior), Senior School ICT, Mandarin 	9,441
3	<ul style="list-style-type: none"> • Heads of Department - Thai Language and Culture, Careers and University Guidance • Pastoral Deputy Head in Prep Phase, Deputy of Prep School (Studies) • Deputy Head of Prep Phase (Houses) 	18,877
4	<ul style="list-style-type: none"> • Heads of House • Heads of Faculty - English, Science, Social Science, Maths and Computing, Humanities, Language, Creative Arts • Assistant Head – Sixth Form 	28,318
5	<ul style="list-style-type: none"> • Head of Prep Phase • Head of SR5 • Head of Sixth Form 	37,754
6	<ul style="list-style-type: none"> • Deputy Head of Upper School / Director of Houses • Deputy Head of Upper School / Director of Studies 	56,631

RESPONSIBILITY ALLOWANCES – WHOLE SCHOOL 2016/17

RA	POSTS	THB (Monthly)
1		4,718
2	<ul style="list-style-type: none"> • Cover Co-ordinator 	9,441

	<ul style="list-style-type: none"> • Director of Saturday School • Non-Resident Boarding Assistant • Director of Holiday Programmes 	
3	<ul style="list-style-type: none"> • Director of Sports Development • Deputy House Master/Mistress 	18,877
4	<ul style="list-style-type: none"> • Head of External Examinations • Director of Music • Director of Sport • Director of Extended Programme • Director of ICT Services • House Master/House Mistress 	28,318
5	<ul style="list-style-type: none"> • Director of Leadership in Action • Director of Boarding • Thai Principal 	37,754
6		56,631

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 180 – 200 Baht, plus tolls (80 Baht) if you want to use the Expressway. The Skytrain and the Underground are far cheaper than their UK equivalents. Therefore it is possible to enjoy a very pleasant lifestyle, including travel and eating out regularly, and save money.

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 in a holistic approach to education, valuing sport, the arts,

leadership activities, as well as offering opportunity for excellence in academics.

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 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 13 years and have taken our time to be ready for further expansion. We intend eventually to have a group of five plus international schools in the wider Asian region.

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 real option.

HARROW RELATIONSHIPS

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) and Hong Kong (HISHK) 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.

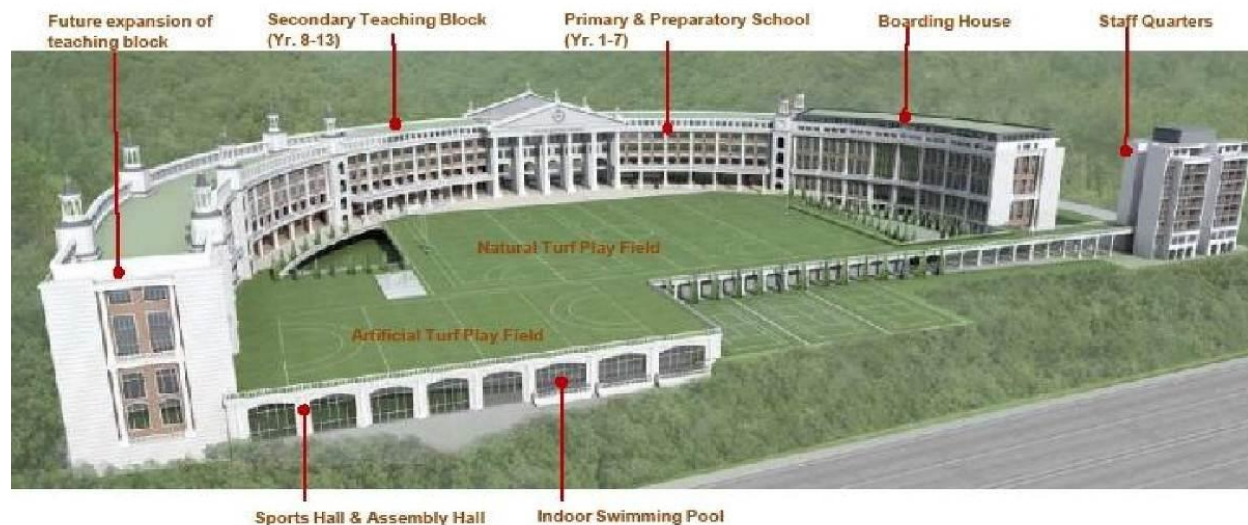
Each Harrow Agreement has important appendices that define the accountabilities for the operation of each school. Harrow International Management Services (HIMS) is the operating company for the Harrow International Schools, providing strategic oversight, co-ordination and quality assurance for the existing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

Functional Ties

There is significant interaction between the schools:

- Old Harrovians have sat and are sitting on both HIS Bangkok and HIS Beijing Boards.
- 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.
- Mr. Mel Mrowiec, former Deputy Headmaster of Harrow on the Hill, was appointed as the founding Head of Harrow Hong Kong in 2012.
- Mr. David Dawes taught mathematics at Harrow on the Hill for 16 years before teaching at both Harrow Bangkok and Harrow Beijing; he now aspires to also teach at Harrow Hong Kong.
- Graduating students from both Harrow on the Hill and The John Lyon School have worked in Harrow Bangkok as GAP students.
- Each year two teachers receive travel awards to travel to Harrow on the Hill for a week to become more acquainted with the School.
- Many students from Bangkok have attended Harrow on the Hill's summer holiday programme.
- The Proprietor of the schools and the Director of Schools attend one Harrow Foundation Board meeting a year.
- Each June ten Y11 students from each of the five Harrow Schools attend a student led conference on The Hill (London).

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 green field 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.