**Teacher of Art and Design**

Rugby School Thailand, a co-educational day and boarding international school set in 80 acres of rural Thai countryside south of Bangkok, opened its doors in September 2017 for pupils aged 2 - 10 years. In September 2018, the Senior School opened, initially for pupils in Years 9, 10, and 12. In September, 2019, Years 11 and 13 came online and the Senior School is now fully operational.

Rugby School Thailand is the first overseas partner school of Rugby School UK, one of the most prestigious and well-known schools in the UK. Rugby School Thailand shares Rugby School UK’s DNA in every important respect. It is unique.

**The Senior School**

The Senior School comprises Years 9 – 13.

The capacity of the Senior School is approximately 650, with students housed in outstanding classroom and boarding facilities.

The Senior School academic curriculum will draw from the best of the UK National Curriculum. Each department offers IGCSE courses in Years 10 and 11, and A Levels are studied in Years 12 and 13.

Rugby School Thailand aims to prepare pupils for further studies at the world's best universities. Unlike other international schools, Rugby School Thailand will operate as its parent school does in Warwickshire, with long school days and either classes or an enhancement programme on Saturday mornings.

The Senior School buildings are designed to offer an outstanding learning environment. The main buildings include a teaching block; state of the art Design and Technology, and Visual Arts studios; ICT suites; drama studios and a large auditorium; library; air-conditioned sports hall; 50m swimming pool plus warm up pool; floodlit football fields; tartan running track; golf driving range and tennis centre.

These buildings are being built in phases, with phase four happening during 2019-2020.

The Sixth Form Centre provides a hub for Years 12 and 13 students as they pursue independent and group study as they complete their A Levels.

**The Art and Design Department**

Art and Design plays an important part in the lives of the pupils of Rugby School Thailand. As an international school with exceptional facilities, we expect demand for Art and Design will grow as the school grows.

Eventually, Art and Design will be taught in a purpose-built building that will house Design and Technology on the ground floor and Art and Design on the first floor. A gallery will extend off the Art teaching area. The facility will be air-conditioned throughout, with a range of studios and classrooms for specialisation in various media. The school is being built in phases, with this building not scheduled for completion until 2021. Until then, Art and Design will be taught in the Senior teaching block.

The Art Department offers a program of art education from Key Stage 3 to Key Stage 5 leading to UK GCSE and A Level examinations in Fine Art. At Key Stage 3, the department offers a Foundation Course which is based on the UK curriculum and designed to introduce students to a range of media and processes.

**JOB DESCRIPTION**

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| Job Title | Teacher of Art and Design |
| Department | Art and Design |
| Function | Academic |
| Reports to | Head of Art and Design and Deputy Head - Academic |
| Location | Rugby School Thailand |

**Job Purpose**

The Teacher of Art and Design will be a part of a dynamic Art and Design programme at Rugby School Thailand. The individual will nurture a culture of excellence both in the theoretical and practical dimensions of the study of Art and Design. He/she will also build a culture of creativity that is celebrated by exhibitions in the School’s gallery. The ideal candidate should be able to teach different art techniques to students of all ages. A working knowledge in Photography and Photoshop is also desired.

The Art and Design department will have outstanding facilities that will afford pupils every opportunity to follow their creative passions. Teachers are expected to establish a regular exhibition programme of pupils’ work, as well as support a programme of visiting artists.

Where appropriate, teachers of Art and Design will also take students to exhibitions and workshops as appropriate, and accessible in Thailand and abroad.

**Key Responsibilities** / **Accountabilities**

**Curriculum**

* Production of schemes of work, taking into account where appropriate, any national guidance to ensure all syllabus requirements are followed
* Ensure that high academic standards are achieved and the highest standard of teaching and learning is maintained
* Review and develop the curriculum in line with School policy and national trends
* Develop and evaluate teaching approaches
* Oversee the learning environment including displays of pupil work

**Pupils**

* Responsible for pupils' progress and welfare within the department
* Establish a common approach to prep within school policy
* Follow procedures for rewards and sanctions within School policy

**Staff**

* Manage departmental resources in accordance with the School's policies and procedures, including performance management of staff
* Support the Head of Department as required
* Achieve departmental priorities
* Engage in an active dialogue with other members of the department with a view to promoting excellence and innovation in the department
* Establish good communication with other departments, including Learning Support staff, EAL staff, librarians and senior staff

**Administration**

* Ensure that assessment of pupils' work within the department is regular, thorough, and follows the departmental marking policy
* Prepare for assessment and/or examination (internal and external) and liaise with staff responsible for their organisation
* Maintain departmental records
* Ensure that departmental stock and equipment are well cared for and economically used; liaise with the Bursar's office regarding funding and be responsible to the Bursar for budgets, grants, bills, recharges, etc. as directed
* Organise and lead departmental trips, including residential trips that may occur outside of term time

**Teaching**

* Plan, prepare and teach well-structured, academically challenging, engaging lessons
* Teach, according to their educational need, the pupils assigned; setting and marking work, including examinations
* Ensure reliable and timely marking of assessment tasks is departmental policy – and that this is carried out
* Adapt teaching to respond to the strengths and needs of all pupils, knowing when to differentiate appropriately
* Assess, record and report on the development, progress and attainment of pupils
* Set high expectations which inspire, motivate and challenge pupils
* Promote the general progress and well-being of individual pupils and of any class or group of pupils assigned
* Manage pupil behaviour effectively to ensure a good and safe learning environment
* Demonstrate outstanding subject and curriculum knowledge
* Communicate and consult effectively with the parents of pupils
* Communicate and co-operate with persons or bodies outside of the school
* Participate in meetings arranged for any of the purposes described above
* Advise and co-operate with other teachers on the preparation and development of courses of study, teaching materials, teaching programmes, methods of teaching and assessment of pastoral arrangements

**Assessment and Reports**

* Make accurate and productive use of assessment, providing or contributing oral and written assessments, reports and references relating to individual pupils and groups of pupils
* Use relevant data to monitor, progress, set targets and plan subsequent lessons
* Analyse data to inform the strategic direction of the department
* Give pupils regular feedback, both orally and through accurate marking of work

**Appraisal and Professional Development**

* Participate in arrangements made for teacher appraisal and professional development
* Review methods of teaching and programmes of work
* Undertake such training as may be reasonably required by the School to adapt to the changing requirements of the School or as may be necessary to fulfil the School's statutory or regulatory obligations
* Undertake mandated job-related training as required by the School

**Additional professional responsibilities**

* Fulfil wider professional responsibilities by making a positive contribution to the wider life and ethos of the School
* Contribute to the provision of activities to support the co-curricular programme of the School
* Act as a personal tutor to pupils assigned in a Day/Boarding House
* Accompany pupils on trips away from the School
* Attend assemblies, registration of pupils and supervise pupils outside the classroom, whether these duties are to be performed before, during or after School sessions

**Child Protection, discipline, health and safety**

* Promote and safeguard the welfare of children and young persons
* Ensure all staff in the Art and Design department act in accordance with Rugby School Thailand's policies and procedures

**Public examinations**

* Participate in arrangements for preparing pupils for examinations and supervise them during public and internal examinations and assessments

**Co**-**curricular**

* Rugby School Thailand is a seven day a week boarding school. All staff are expected to tutor and contribute to the co-curricular programme

**Equality**

* Acting in accordance with Rugby School Thailand's equality policy, maintaining a fair and consistent manner in all actions

**Flexibility**

* Undertake such other reasonable duties from time to time as the School may reasonably require

**Person Specification**

The individual’s success will be measured by her/his ability to show initiative, flexibility and a clarity of vision for the dynamic growth of Art and Design at Rugby School Thailand.

The role requires initiative, exceptional organisational skills, and the ability to inspire pupils to achieve their creative protential. Personal skills include:

* A passion for education in an international setting
* A love of teaching Art and Design
* A passion for multiculturalism
* Flexibility and adaptability
* A record of outstanding achievement in an independent school in the UK or elsewhere
* A passion for boarding
* A restless desire to make Rugby School Thailand the pre-eminent boarding school in South East Asia
* An exceptional organiser and administrator
* A talented communicator both orally and in writing
* A strategic thinker
* An ability to develop and foster teamwork
* An established artist in his/her own right

**Education Attainment**

**Essential**

* Strong Honours degree (or equivalent) from a recognised academic institution
* Teaching qualification from a recognised academic institution

**Knowledge and Experience**

**Essential**

* Knowledge of the UK education system (familiarity with the curriculum structure)
* Experience teaching at GCSE and A Level (or equivalent)

**Desirable**

* Knowledge of international education
* Experience in the start-up of a new school
* Experience working in the independent sector
* Experience working with children who have English as a second language

**Remuneration Package**

The successful candidate will be appointed on an initial 2 year contract and will need to complete a successful probationary period. Salary and benefits are competitive and will be commensurate with the responsibilities of the position and the size of the School.

A highly competitive expatriate package includes:

* annual bonus
* fully furnished accommodation suitable for singles or families throughout the contract (if recruited from overseas)
* Economy flights to and from Bangkok at beginning and end of contract (including family)
* annual Economy flight for employee (excluding family) to home city
* private health insurance with a 10% co-payment on claims
* 100% fees remission for 3 children; 50% for 4th + child
* relocation allowance

In addition, staff will have use of school facilities, limited free wifi, and access to school transport.

**Application Process**

Long list interviews will be held in person either at Rugby School Thailand, or via Skype.

Short list interviews will be held either at Rugby School Thailand or Rugby School UK.

**Closing Date**:

Monday 3 February, 2020 (1700 GMT)

**Long List interviews by Skype:**

Week commencing 10 February, 2020

**Short List interviews (held at either Rugby School Thailand or Rugby School, UK)**:

Week commencing 24 February, 2020

***(Rugby School Thailand reserves the right to appoint by invitation before the closing date.)***

Please send a covering letter (no more than 1 side of A4), a recent photograph and a completed application form to the Head of Senior School, Alan Ball at seniorcareers@rugbyschool.ac.th by the closing date.

An application form is attached to this job description or can be found on the Rugby School Thailand website. Should you wish to have an informal conversation or if you have further questions please email the Head of Senior School, Alan Ball at [aball@rugbyschool.ac.th](mailto:aball@rugbyschool.ac.th)

**APPLICATIONS THAT DO NOT INCLUDE A COMPLETED RUGBY SCHOOL THAILAND APPLICATION FORM WILL NOT BE CONSIDERED.**

**Qualifications, Identification, Health and Background Checks**

Please note that you will be required to bring documentation to interview providing proof of your identity and qualifications. You may also be required, within the final appointment process, to undergo a health check and relevant background checks (e.g. Enhanced disclosure with the Disclosure and Barring Service (DBS) in the UK and a local police certificate) as part of the school’s recruitment and safeguarding procedures. Successful applicants will also have to possess an International Child Protection Certificate (ICPC) or equivalent if they have never worked in the UK.