HURTWOOD HOUSE
CHINA

HURTWOOD HOUSE CHINA

HEAD OF ENGLISH & DEPUTY PRINCIPAL

HD Qingdao School

Appointment for August 2022

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THE ROLE

HURTWOOD HOUSE
CHINA

HD Qingdao School seeks to appoint an outstanding educator to join the Leadership Team within its secondary school. Whilst the initial requirement would be for the appointee to lead the delivery of English, an opportunity also exists for a suitably qualified and experienced person to join the Senior Leadership Team as Deputy Principal, working with and reporting to the National School Principal to shape a wide range of curricular and co-curricular options and play a key role in developing the overall future vision and direction of the School at this key and exciting stage in its development.

The successful candidate will lead a small but growing department of 8 educators, responsible for teaching English to the secondary school's student body; currently 110 students and expected to grow to 200 students in August 2022. Whilst ensuring compliance with local education bureau requirements, the successful candidate will lead on the provision of English teaching across the school, overseeing the English teaching of our student body, towards globally recognised examinations. English proficiency levels vary widely amongst our students, and the successful candidate shall be well-versed in supporting colleagues within the range that exists, from those who are relatively new English speakers through to those who speak English at a native level. Building on the excellent work of the primary school, the Secondary Head of English will be responsible for continuing existing links and, alongside the Primary Head of English, ensuring a smooth transition for students as they move between the different sections of our school.

As per the profile of language learners within the School, we would welcome applications from first language English specialists with experience in/empathy towards the Teaching of English as a Second Language, or Teaching English as a Second Language specialists with experience in/empathy towards first language curricula and qualifications. Both current Heads of English and leaders who are English specialists or experienced and motivated teachers of English who aspire to school leadership are invited to apply.



2 HURTWOOD HOUSE CHINA

GROUP AND VISION:

Known within China as HD Schools (part of the EliteK12 Education Group), the first Hurtwood House China campus opened in August 2014 in the city of Ningbo. We now also have schools in Shanghai, Beijing, Qingdao and, most recently, a sister school launched in Nanjing. Our story will not stop here. Our existing schools will continue to grow rapidly, and plans are already afoot to open new schools in other Chinese cities.

The development of Hurtwood House China can be seen as an extension of Hurtwood House UK's commitment to quality and its spirit of ingenuity, which has seen it break new ground educationally for well over half a century. Amongst international brand transfers, Hurtwood House China is a pioneer. We were the first UK brand to introduce a dual immersion curriculum, enabling Chinese passport holders to benefit from our unique educational offering. We are leading the way in what we believe to be one of the most exciting educational projects of our time – namely the education of Chinese nationals, in a Chinese context, but with a bilingual vision.

Through our bilingual and bicultural approach, we aim to nurture global Chinese citizens – individuals who retain a profound respect and knowledge of their own Chinese culture and language, while also possessing the linguistic skills, cultural awareness, and qualifications to be successful in an increasingly globalised environment.

Underpinning this aim and our broad approach is our motto – Education Creates Character. We are respectful of the need for academic rigour, but also recognise that education is broader than this: it is about the individual students and their enjoyment of school; it is about creating an environment where creatively is fostered, collaboration is encouraged, and critical thinking nurtured; it is about providing opportunities for students to develop new skills and interests outside the core academic curriculum. We firmly believe that a broad, balanced, and caring approach is required for education to succeed in creating character.

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2 OUR NETWORK OF SCHOOLS

Hurtwood House UK
Set on a beautiful two-hundred acre site in the Surrey Hills, Hurtwood House is one of the UK's leading independent, co-educational boarding schools. The School is driven by a passion for creativity and by a respect for academic rigour, offering its students a truly holistic learning experience that prepares them for university and life beyond.

Hurtwood House has an outstanding academic track record. For the last two decades, the A-Level results have put Hurtwood House 'among the cream of the country's best schools' (Financial Times), consistently appearing at the top of the league table for co-educational boarding schools, well ahead of many of its most illustrious rivals. With over 20 subjects offered at A-Level, students benefit from a broad and balanced curriculum. The range of subjects available stands as testament to the importance the school places on empowering individual students in their decision making and learning.

Students at Hurtwood House achieve more than just excellent academic results. The School's commitment to providing an all-round education ensures that they leave equipped with the skills, interests and confidence to succeed at university and beyond. It is a centre of excellence for the performing and creative arts, providing unrivalled opportunities for aspiring fashion designers, artists, composers, actors, singers and filmmakers.

The link with Hurtwood House permeates the HD Schools at all levels – from governance and management to classroom practice, extra-curricular vision and the staff appointment process.

HD Ningbo
After its high-profile launch in 2014, the first in the Hurtwood House China group, HD Ningbo School quickly established itself as the city's leading bilingual school. It is a thriving 1600 pupil day and boarding co-educational K-12 school set in a leafy, spacious and well-resourced 33-acre campus in the stylish and prosperous city of Ningbo, Zhejiang province, China.

HD Beijing
HD Beijing opened its doors as a primary school in August 2017, and in a very short time has become one of the top bilingual schools in Beijing. Its success can be reflected in the subsequent and recent opening of a secondary school campus 2021, allowing HD Beijing students to benefit from an all through K-12 education. The school is located on a beautiful site next to Dongba Park, surrounded by idyllic, green space. With world-class facilities, including; a theatre, swimming pool, and sports complex housing squash courts, golf simulators and fencing pistes, both campuses boast state-of-the-art air purification systems, as they play their part in the drive towards greater environmental protection in China.

HD Shanghai
HD Shanghai is located in the City's Songjiang District, widely regarded as the cultural root of Shanghai. The School opened in August 2016, and now accommodates 1800 students aged 3 – 18. The start of 2021 saw the completion the second phase of the school's development, including introduction of specialist upper-secondary teaching spaces and facilities, as well as boarding houses.

Nanjing Impact Academy
Our HD sister school in China, HT Nanjing Impact Academy opened its doors in September 2021, to students and families in the Jiangning District of Nanjing, China. Taking our Group to its 5th Chinese city and successfully launching across core year groups, the school will grow to serve 2000 students through the full primary and high school age ranges.

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OUR CHIEF ACADEMIC DIRECTORS

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Robert Holroyd

Robert Holroyd is a graduate of Oxford University and an internationalist with over twenty-five years of management experience in worldwide education. He pioneered the introduction of the International Baccalaureate at Oakham School and the Colegio Anglo Colombiano, Bogota. Robert was an Assistant Master, Head of Department and Housemaster at Radley College before becoming Headmaster of Repton in 2003. Repton is one of the UK's leading co-educational K-12 day and boarding schools in and, during his tenure, Robert was privileged to internationalise the Repton brand In a variety of locations worldwide.

Robert joined the Hurtwood House China team as Chief Academic Director (CAD) in 2017 and provides a range of consultancy and support services across the Hurtwood House China Schools.



Warren Johnston

Warren Johnston, a graduate of Victoria University, Wellington, brings over thirty years of experience and an outstanding track record of success in bilingual curriculum education. Prior to joining Hurtwood House China, Warren spent six very successful years as Executive Principal of YK Pao School in Shanghai. During his time there, Warren was instrumental in increasing the student roll and creating a culture of success within the school.

Warren started his career in education as a primary teacher in New Zealand, before taking on senior advisory roles in mathematics at the Wellington College of Education and the Ministry of Education. In these roles, Warren had regional responsibility for developing the maths and science curricula, planning and implementing professional development programmes for teachers and drafting influential curriculum policy papers. Upon leaving New Zealand, Warren took on senior leadership positions in Hong Kong, before moving to China in 2007.



Wanny Hersey

Wanny Hersey is a graduate of the University of British Columbia and is a pioneer in educational innovation and reform, with over 35 years' experience in public education, covering elementary, middle, and high schools in the USA and Canada.

Wanny is currently leading on our newest project in Nanjing and prior to joining our Group, was the Founder and Superintendent for 17 years at Bullis Charter School in Los Altos, California, in the heart of Silicon Valley. Under Wanny's leadership, BCS was recognised not only for its consistent top 1% academic ranking but also as a state Gold Ribbon and national Blue Ribbon School for its STEAM, Project-Based Learning, and Design Thinking curricula. The BCS world language, visual and performing arts, global education, teacher development, and personalised student goals programs have also garnered awards locally and internationally.



3 THE SCHOOL

HD Qingdao opened in August 2018 with the launch of the Primary section and the Secondary School followed in August 2020. Located on Xingguang Island, in the West Coast area of the City; the School is part of the Wanda Oriental Movie Metropolis, a US$7billion project, creating a new economic centre for the region and the world's largest entertainment infra- structure development.

The School offers an outstanding international education that blends the best of British and Chinese curricula on a beautiful campus. The architectural design of the campus is based on the British boarding style, with red brick as its predominant feature. It occupies a substantial site and, as it continues to grow, will eventually accommodate up to 2,000 students.

The provision at HD Qingdao offers a broad range of opportunities designed to develop intellectual growth, physical and emotional health, artistic endeavours, creativity and service to others. As with other HD Schools, HD Qingdao is committed to fostering genuinely bilingual and bicultural students, enabling them to gain competency in Mandarin and English, as well as preparing them culturally for life in an increasingly interconnected world. In addition to supporting students to become bilingual, the low pupil to teacher ratio enables HD Qingdao to deliver a highly personalised approach to learning.

In keeping with its founding partner school, Hurtwood House, HD Qingdao's ethos, values and curriculum endeavour to foster a strong and supportive school community.

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ACADEMIC AND PASTORAL

OVERVIEW:

Curriculum Structure and Delivery

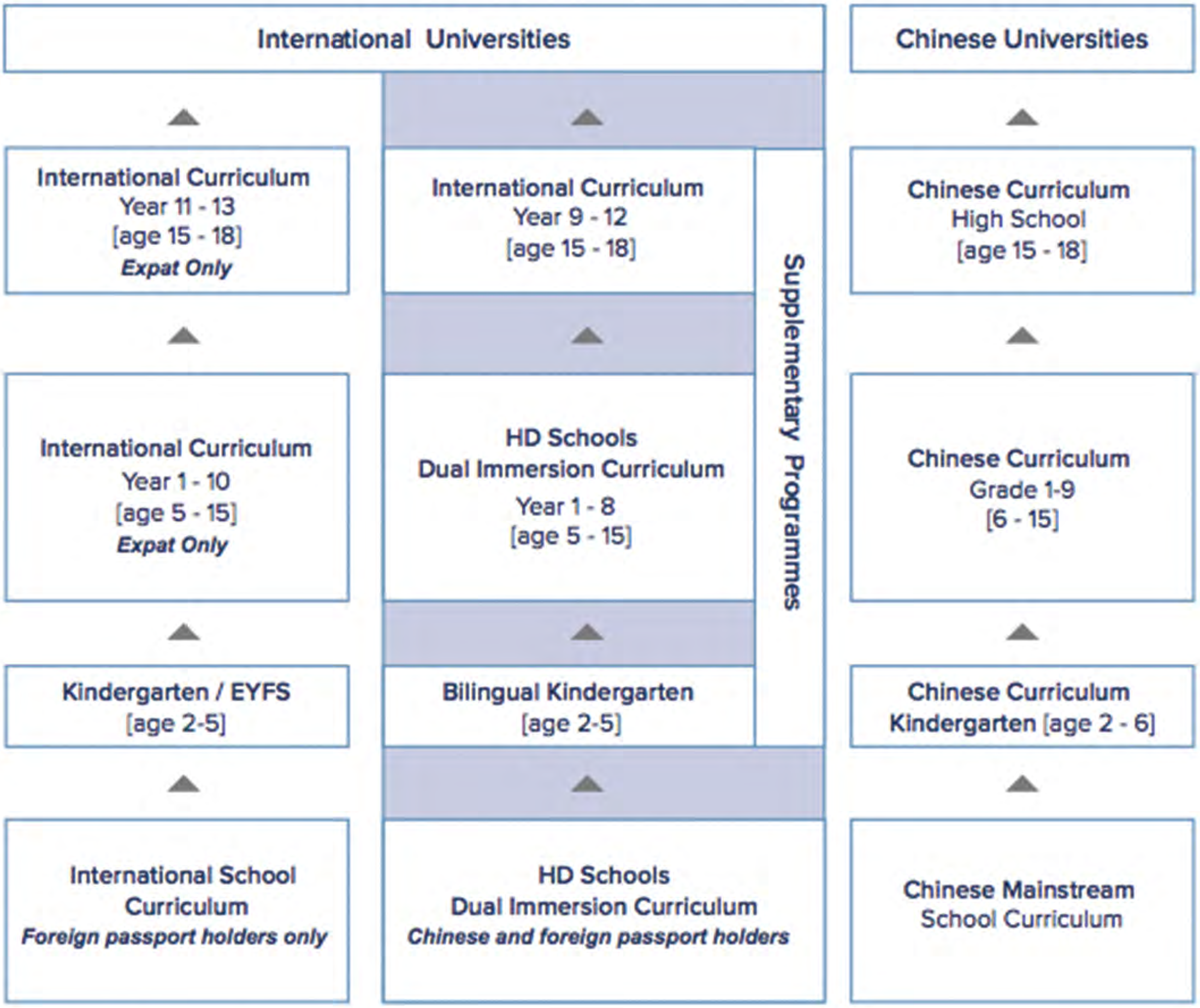
Unlike other traditional international schools in China, our bilingual curriculum is designed to ensure that it meets the regulatory requirements for admitting students with Chinese passports. Using a dual-language immersion approach, students cover the major, compulsory elements of the Chinese curriculum, alongside the international curricula. As a result of a series of unique programmes of study, by the time students reach the age of 15 they have the breadth of academic knowledge and linguistic skill to tackle IGCSEs. They then go on to take a range of A Level subjects in their final two years as part of a balanced curriculum focused on the development of the whole person. Through an HD education, therefore, Chinese nationals will increase their chance of gaining a place at a top international university, without losing touch with their own national curriculum, culture and language.

Learning is the purpose behind our curriculum and for us, learning is a social activity characterised by its purposefulness, personalisation and application in context.

The delivery of our curriculum reflects this, using practices which combine the very best of Chinese traditions and Western pedagogy. The experiences of students in our classrooms stand side-by-side with those of the most ambitious and prestigious educational organisations in the world. Learning in our schools is cross-curricular and thematically based, including a rich range of world perspectives on different topics, as we aim to ensure that we are nurture globally aware Chinese citizens, rooted in their own heritage, yet passionate about their engagement with the wider world.

We measure the success of our curriculum in broader terms than the simple academic success.In keeping with its core motto, the group's balanced co-curricular programme ensures that all students develop interests, skills, and character traits through a wide range of activities outside the classroom. These activities are seen as part of the overall curriculum, not an extension of it.

Curriculum Structure



Pastoral Care and Boarding

A strong pastoral care system is the foundation of each student's experience at our schools. The group understands that children will only fulfil their potential when they feel happy, supported and at ease in their surroundings. We emphasise the crucial importance of building a sense of community and promoting supportive relationships, ensuring that students know that they always have someone trustworthy to whom they can talk.

Our House System provides a parallel framework for building community. It encourages children of different ages to interact, as well as creating opportunities for children and teachers to work together outside the context of a formal lesson. In addition, inter-house competitions serve as a platform for children to learn new skills and to develop important character traits such as perseverance, social intelligence, tolerance and self-control.

Boarding, which is at the heart of life at Hurtwood House UK, is also be an integral part of life at HD Qingdao. Teaching staff, even those without specific responsibility for boarding, contribute to the full life of the School and help to build the strength of community that is such a hallmark of the top UK boarding schools.

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5 APPOINTMENT DETAILS

Leadership Roles at Hurtwood House China

Joining the HD Group in a leadership role offers an exciting opportunity for talented, ambitious and driven professionals to take their career to new levels as part of a dynamic and forward-looking organisation that is rapidly becoming the market leader in the provision of bilingual education for Chinese nationals.

The HD Group shares with the foremost international schools a commitment to the highest standards of pastoral welfare, the pursuit of academic excellence and the development of global citizens and leaders of the future. Yet our journey differs in one key respect, namely that we are educating Chinese nationals in an environment that must conform to the requirements of the relevant educational bureaux, delivering a first-class education in Mandarin language and Chinese national values, whilst pursuing the vision of our Chairman to combine this with a powerful command of English and a progressive Sino-international outlook.

Delivering this vision successfully demands a particular set of skills from our leaders. First, and foremost, they must be resilient professionals able to work in a fast-changing environment that provides a range of new and sometimes unexpected challenges. Together with this resilience they must demonstrate the adaptability and flexibility to work as part of a leadership team with a national Co-Principal and understand that executive force in China depends as much upon the development of relationships and collaborative structures as it does upon individual strength. Our leaders must also have that strain of intelligence which can identify the task ahead when it is not necessarily clearly defined and deploy the resources at their disposal to execute effective and robust solutions. For professionals that can meet these challenges, whilst exhibiting a progressive outlook alongside a commitment to traditional standards, the rewards are immense. Our pupil and parental bodies are hungry for the journey, greatly committed to education and show a respect for the teaching profession that is not always evident in the West.

Leaders who join us can not only progress within their individual Schools but also across our Group, which has rapidly developing relationships with the university sector and leading schools and tertiary institutions in the UK and US. In an age where the word ‘unique’ is frequently bandied about, working for the HD Group is a chance to further one’s career on a pathway that is genuinely unlike any other and part of one of the great educational journeys of the 21st century.

JOB DESCRIPTION

HEAD OF ENGLISH AND DEPUTY PRINCIPAL

KEY RESPONSIBILITIES AS HEAD OF ENGLISH:

Teaching and Learning

☑Foster a passion for English, an excellent work ethic, and a culture of high expectations in which both staff and students fulfil their potential
☑Oversee curriculum development, lesson planning and schemes of work for the English Department to monitor and evaluate curriculum provision, liaising with other Heads of Department, where appropriate, to implement action plans
☑Ensure a personalised approach to learning is adopted and a variety of learning models and groupings are used by English teachers (including PBL, flipped learning, and integrated approaches)
☑Liaise with the Learning Support Department regarding the development and collation of Individual Education Plans
☑Have a thorough understanding of the purpose and aims of the HD Qingdao's overall curriculum, and ensure this is communicated effectively
☑Ensure that English teaching and learning are appropriately aligned with the School's overall strategy and curriculum
☑Ensure the best combination of British and Chinese approaches are used to deliver a personalised bi-lingual curriculum
☑Ensure that technology is used effectively to support learning
☑Ensure a consistent and high-quality approach to assessment and reporting of English throughout the School
☑Create and update curriculum handbooks and policy documents as required
☑Participate fully in the co-curricular and school activity programme

Leadership and Co-operation

☑Provide vision and leadership for the English department at HD Qingdao
☑Be an outstanding practitioner as an English teacher, setting the standards for the Department
☑Ensure a collaborative and supportive culture amongst colleagues in the English Department, in which information, ideas and resources are shared and well managed
☑Identify opportunities for staff CPD and to ensure that a strong professional development framework is in place
☑Ensure the ongoing strategic vision for the Department is met and with that, the wider school
☑Participate in leadership, department and parent meetings
☑Participate in the co-curricular life of the school
☑Participate in the supervisory duties shared by all members of staff
☑Support the school's image and profile in the community
☑Attend meetings and undertake duties as reasonably required by the Principal

Connections with Students

☑Ensure an effective, challenging learning environment for each student
☑Encourage and monitor the progress of students
☑Lead and participate in school activities outside the classroom, helping to deliver a broad co-curriculum and build a strong sense of school community
☑Establish a rapport which enhances learning
☑Ensure outstanding pastoral care in line with HD Qingdao's policies and expectations

JOB DESCRIPTION
HEAD OF ENGLISH AND DEPUTY PRINCIPAL

KEY RESPONSIBILITIES AS DEPUTY PRINCIPAL:

Vision and strategy

☑Assist the Principal in providing vision and leadership for HD Qingdao secondary school in the areas of academic rigour and achievement, community spirit, sport, the arts, and co-curricular activities.
☑Ensure that the delivery of a bilingual-bicultural education programme is in keeping with the Hurtwood House China's educational aims, vision and values.

Leadership and Culture

☑Inspire and lead within a dynamic and pioneering organisation.
☑Put the needs of the students first at all times and be a role model for staff and students.
☑Build on and extend the culture and ethos of the school so that all community members are intrinsically motivated to deliver high quality education.
☑Strive to ensure an environment which enables students and staff to reach their full potential
☑Continue to strengthen the school's ability to attract accomplished teaching and talented administrative staff members.
☑Assist the Principal in leading the school community with vision and enthusiasm, encouraging whole-school commitment and a culture of ownership and shared responsibility.

Brand, Engagement and Growth

☑Promote the external brand of HD Qingdao and Hurtwood House China and build upon the current positioning of the School to ensure continued progress and development
☑Be culturally aware and sensitive to the Chinese parent and student body and respond to their individual needs where appropriate.
☑Represent the School in interactions with multiple constituencies, including students, parents and local government and external agencies critical to the School's ability to run effectively.

Educational Excellence and Innovation

☑Set, maintain and embody the highest standards in all activities with a focus on quality performance in all areas of the School.
☑Create an environment within the School that develops a culture of intellectual growth, physical and emotional wellbeing, artistic endeavour, creativity and service to others.

Operational and Financial Management

☑Assist the Principal in delivering of the agreed operating plan, which is measured against key performance indicators covering education quality, student enrollment, high quality staff, health and safety, revenue and costs.
☑Assist the Principal in ensuring that the School's policies and local regulatory requirements for the international curriculum and well-being of staff and students are met.

Hurtwood House China

☑Play a leadership role in the development of the wider Hurtwood House China network and promote and uphold its ethos, vision and values in a collaborative way.
☑Be prepared to accept and act upon ideas from the Hurtwood House China group.
☑Embrace and maximise opportunities for collaborative working and sharing of best-practice with colleagues across the Hurtwood House China group and Hurtwood House UK.

PERSON SPECIFICATION
HEAD OF ENGLISH AND DEPUTY PRINCIPAL

REQUIREMENTS FOR HEAD OF ENGLISH:

Qualifications and Experience

☑ A subject relevant degree from an established university
☑ PGCE/QTS or equivalent
☑ A proven track record as a successful educator
☑ Be an English specialist with experience/understanding of teaching English as a second language
☑ Successful experience of promoting and delivering excellence and innovation in teaching and learning and curriculum.
☑ Experience of leading a team and encouraging an open and supportive working environment.
☑ Relevant experience demonstrating a strategic and forward-looking approach.
☑ Demonstrable experience of engaging and building relationships with a wide variety of key internal and external stakeholders.
☑ In-depth understanding of education in a bilingual setting

Personal Qualities

☑ Collaborator and team-player with the ability to lead an effective and cohesive team.
☑ Ability to deeply engage with the surrounding community as the key ambassador and professional advocate of both HD Qingdao and the wider group with a high level of personal credibility.
☑ Resilient, determined and calm under pressure, with the ability to make challenging, decisive but effective decisions.
☑ Comfortable when managing change and dealing with ambiguity.
☑ Culturally sensitive and aware with the personal capacity required to adapt to Chinese culture and an operating environment which may be different from the one they are used to.
☑ Inspires confidence in people at all levels

Leadership and Management Skills

☑ Ability to lead, inspire and motivate the HD Qingdao English department.
☑ Clear commitment to achieving the highest educational standards in line with the educational aims of the department and values of the Hurtwood House China group.
☑ Strong problem solving skills
☑ First-class communication skills (both oral and written).
☑ Excellent project management skills with the ability to work with conflicting deadlines and competing timescales.
☑ Ability to delegate effectively.

ADDITIONAL REQUIREMENTS FOR DEPUTY PRINCIPAL:

Qualifications and Experience

☑ A proven track record of sustained and significant success at an educational leadership level as well as demonstrating an effective and varied education career profile.
☑ Experience of implementing and monitoring strategic plans to support the over-arching vision and mission of an education institution.
☑ Successful experience of promoting and delivering excellence and innovation in teaching and learning and curriculum.
☑ Relevant and effective innovation, team leadership and project management experience demonstrating a strategic and forward-looking approach.
☑ Demonstrable experience of engaging and building relationships with a wide variety of key internal and external stakeholders.
☑ Experience of resource management, financial, human and physical.
☑ Experience across a range of staff management processes including recruitment, development, retention, performance management and appraisal.
☑ Experience of leadership and management of teaching and non-teaching staff

PERSON SPECIFICATION
HEAD OF ENGLISH AND DEPUTY PRINCIPAL

Leadership and Management Skills

☑Ability to lead, inspire and motivate the HD Qingdao community.
☑Clear commitment to achieving the highest educational standards in line with the educational aims of the school and values of the Hurtwood House China group.
☑Evidence of successful resolutions of challenging and complex problems and situations.

SALARY AND BENEFITS

The benefits are competitive and extensive. A base salary commensurate with the responsibility of the role is provided, together with a bonus related additional element and extensive possibilities for professional development with leading national and international professionals.

The usual range of benefits associated with an appointment of this nature are also provided, namely:

☑Annual flight allowances for employee, spouse and dependents
☑Generous housing allowances*
☑Annual bonus (paid upon completion of 2-year contract)
☑Contract renewal bonus
☑Comprehensive medical insurance for employee, spouse and dependents (excludes dental)
☑Additional city allowances*
☑Heating allowances*
☑Visa and legal documents sponsorship
☑Relocation allowances
☑Excess Baggage Allowances
☑100% Tuition waiver in line with HD Schools' Policy

We recognise that the success of HD Qingdao depends on the quality, wellbeing and motivation of our staff. In addition to the salary and package structure outlined, staff can also expect:

☑a commitment to professional development
☑a dedicated and passionate human resources and support team, committed to making life in China as comfortable as possible
☑outstanding career opportunities that arise from being part of a rapidly expanding education group in a dynamic market

*This allowance varies in accordance with local costs



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LIVING IN CHINA

Career Development

China is a land of opportunity – and this is particularly true of the education sector. A leadership role in China is an opportunity to work at the cutting edge of educational progress and will unquestionably offer an environment and challenges required to learn new skills and to enhance a career in education.

Adventure

China is totally unique. The rate of economic growth, industrial development and infrastructural progress in China is a story often told. However, there is far more to China than this. As the world's oldest continuous civilisation, there is unrivalled history to discover and culture to experience. The country's vast natural beauty; the mountains, deserts, rivers, jungles, grassland and coastline are filled with breath-taking beauty. There are vibrant cities where the traditions and the customs of millennia past mix with China's irrepressible drive for modernity.

Convenience

All of our schools are located within highly-developed cities complete with all the conveniences one would hope for when settling down in a new location. Transport links are excellent. There are international standard grocery stores, malls and shopping districts, high-class healthcare and accommodation. The telecommunications network is among the most sophisticated in the world and communication with friends and family outside of China is free and convenient.

LIVING IN QINGDAO

Best known around the world as the home of the Tsingtao Brewery, Qingdao is an impressive modern city that embraces an exciting future without losing touch with its fascinating past. Located on China's north-eastern coast in Shandong Province, the City was a German colony until 1914, and then occupied by Japan until 1945. The winding cobbled streets, unmistakable German architecture and red-capped hillside villas are a reminder of the City's enthralling history.

In the last decade, Qingdao has experienced one of the fastest growing GDPs of any Chinese city. This has been driven by a vibrant local business scene, significant foreign direct investment and its port – one of the largest seaports in the world. The recent addition of the Qingdao Oriental Movie Metropolis has simply added to the city's growing reputation as an economic and cultural hub. With Wanda Film Studio at its heart, the Movie Metropolis is the largest entertainment infrastructure project ever undertaken, rivalling Hollywood in terms of the facilities on offer.

The city is surrounded by some of the most impressive scenery in China. Incredible mountains, rivers, reservoirs and wetlands are easily accessible, and make for excellent day or weekend trips. The city's seaside aspect also helps to create a pleasant climate – comparatively cooler than inland areas in the summer, and warmer in the winter. Access to a wide range of water-sport activities is also a significant attribute of Qingdao.

The city also caters extremely well for expat life. There is history, culture, and sensational food. There is luxury and convenience – five-star hotels, fine-dining restaurants, premium shopping malls, supermarkets and first-class transport links to provide you with everything you would expect in a leading global city.

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HOW TO APPLY

To apply please complete the application form, including a supporting statement that sets out your interest in the position, how you meet the requirements for the role and your ambitions for the school.

Completed applications should be sent to
fryzicka.monika@elitek12.com

Closing date: Monday 20th December 2021

Interviews will be held on an ongoing basis and therefore early application is encouraged. For an informal and confidential conversation about this role or any other opportunities within the Hutwood House China group please contact our Senior Recruiter, Monika Fryzicka on the email address above.

HD Qingdao is committed to safeguarding and promoting the welfare of children and expects all staff the respect this commitment. This post, and any other post within our group, is subject to an appropriate criminal background check and satisfactory references.

HURTWOOD HOUSE CHINA