



WELLINGTON COLLEGE
INTERNATIONAL
TIANJIN

Job Description

Junior School Class Teacher

ABOUT US

We are Learners, Connectors and Changemakers

At Wellington College China, we offer a pioneering education to serve and help shape a better world. We inspire our children to be the best version of themselves, to take pride in where they come from and to be the change they wish to see in the world.

The Wellington College, United Kingdom (TWC)

Wellington College in England was founded by Queen Victoria in 1859 as a national monument to Britain's most renowned military figure, the Duke of Wellington. Over 160 years later, the College is one of the most respected schools in the United Kingdom and one of its greatest educational institutions – pioneering, innovating, and transforming education for girls and boys.

Wellington College China (WCC)

Wellington College China is part of Wellington College Education, a global network of schools united by a 160-year history of excellence with roots in the UK. We operate premium international schools under the Wellington brand and bilingual schools under the Hiba brand. We currently have six campuses in four cities in China, including Tianjin, Shanghai, Hangzhou and Nantong, with a school soon to open in San Francisco as well. Together, our schools serve more than 5,000 pupils.

Guided by a shared vision of pioneering education to serve and help shape a better world, we are an inclusive community of unique individuals with passion, integrity and a commitment to our pupils and each other. Grounded in our five core values, we are a workplace where ideas are realised, bonds are forged and futures can be shaped together as one team, one family.

Kindness Responsibility Respect Courage Integrity

Wellington College Tianjin

Wellington College Tianjin is committed to providing world-class educational opportunities in the city of Tianjin. We offer a pioneering education to serve and help shape a better world, combining the very best of British and international education to create a pupil-centric, multilingual, multicultural and inclusive learning experience.

Wellington College Tianjin currently comprises three schools, together serving c.600 pupils from 20 countries. The colleges are Wellington College International Tianjin, Wellington College Bilingual Tianjin Nursery, and Wellington College Bilingual Tianjin A-Level Centre.

Working for Wellington College China

WCC is an inclusive community of unique individuals with passion, integrity and a commitment to each other. Grounded in the Wellington Values, we are a workplace where ideas are realised, bonds are forged and futures can be shaped together.

We empower our employees to grow, with a confidence that inspires our colleagues, opens new opportunities and adds real value to everything we do.

At Wellington, we are our people, and we pride ourselves on the care and opportunities we provide to our employees. Over 50% of our most senior leaders are promoted internally. We offer an exceptional range of learning and development opportunities. These include our internal and external coaching programmes, the WCC High Potential Leadership Programme and a wide range of academic and non-academic training courses designed to take employees through to middle leadership, senior leadership and beyond. To view our full directory of learning and development opportunities, please see the [WCC Course Directory](#).

Wellington College China has been awarded the HR Asia "Best Companies to Work For in Asia" award for four consecutive years, from 2020 to 2023.



Premium schools with small class sizes and generous non-contact time



Personalised professional development pathways



HR Asia's best company to work for in Asia 2020-2023



Generous salary and benefits

Role Description

JOB TITLE

Junior School Class Teacher

DEPARTMENT

Junior School

LOCATION

Tianjin

SUPERVISOR

Head of Junior School

OBJECTIVES

1. **Cultivate Student-Centered Learning:** Design engaging, concept-based inquiry lessons that foster curiosity, critical thinking, and a love for lifelong learning.
2. **Champion Inclusive Practices:** Collaborate with Learning Support Assistants (LSAs) and EAL specialists to ensure all learners thrive in a differentiated, supportive environment.
3. **Strengthen Collaborative Planning:** Work closely with grade-level teams to align interdisciplinary units with school-wide curricular goals and 21st-century competencies.
4. **Promote Holistic Growth:** Nurture students' academic, social, and emotional development through reflective teaching and positive relationships.
5. **Model High Expectations:** Demonstrate and uphold the values, attributes, and behaviours expected of students while maintaining a commitment to helping each child achieve their full potential.
6. **Uphold Professional Standards:** Maintain awareness of teachers' professional duties, statutory frameworks, and school policies, sharing collective responsibility for their implementation.
7. **Foster Effective Communication:** Build trusting partnerships with students, colleagues, parents, and carers to support development, wellbeing, and attainment.
8. **Commit to Continuous Improvement:** Engage in reflective practice, professional development, and collaborative innovation to adapt and enhance teaching strategies.

KEY RESPONSIBILITIES

Teaching & Learning

- Deliver concept-based inquiry lessons connected to real-world contexts, encouraging exploration of big ideas through hands-on investigations.
- Integrate technology meaningfully to enhance collaboration, creativity, and problem-solving skills.
- Design differentiated learning experiences with LSAs and EAL specialists to support diverse needs, including language learners and students with individualized plans.
- Use formative and summative assessments to track progress, providing timely, constructive feedback to students and families.
- Plan well-structured lessons demonstrating secure subject knowledge, with clear objectives and opportunities to develop literacy, numeracy, and ICT skills.
- Assign purposeful homework to consolidate learning and sustain progress.

Collaborative Planning

- Participate actively in grade-level teams to design interdisciplinary units aligned with the school's inquiry framework.
- Share resources, strategies, and student work samples to refine curriculum delivery and assessment practices.
- Co-plan with LSAs and EAL specialists to ensure seamless in-class support during lessons and small-group activities.

Classroom Community & Safeguarding

- Create a welcoming, respectful classroom culture where students feel safe to take risks and celebrate diverse perspectives.
- Collaborate with LSAs to implement inclusive practices (e.g., visual supports, multisensory tasks, adaptive technologies).
- Uphold safeguarding policies by proactively addressing wellbeing concerns and maintaining open communication with families.
- Establish clear behaviour management frameworks that promote self-discipline and independence.

Professional Growth

- Engage in peer observations, feedback cycles, and coaching/mentoring to refine teaching practices.
- Attend workshops on inquiry-based pedagogy, EAL strategies, and inclusive education to stay current with best practices.
- Participate in performance management and identified professional development opportunities.

Additional Duties

- Supervise learners' health and safety during school activities, both on and off campus.
- Perform other duties as directed by the Head of Junior School.
- All team members are required to lead one enriching After-School Activity (ASA) weekly, nurturing passions in Sports, The Arts, or Culture – fostering creativity, teamwork, and lifelong learning in our vibrant school community

BASIC QUALIFICATION

Education: Bachelor's degree in Education or related field.

Qualification: Teaching certification (e.g., PGCE, QTS, or equivalent).

Language: Fluency in written and spoken English

Working experience: Minimum 2 years of classroom teaching experience in junior school settings.

Training: Training in child safeguarding (or willingness to complete).

Management experience (if applicable): N/A

EXPERTISE

- **Inquiry-Based Teaching:** Proven ability to design concept-driven, interdisciplinary units.
- **Collaborative Differentiation:** Experience co-planning with LSAs/EAL teachers to adapt lessons for diverse learners.
- **EAL Strategies:** Familiarity with scaffolding techniques for multilingual classrooms (e.g., visual aids, language frames).
- **Classroom Management:** Skilled in fostering independence while maintaining a structured, joyful learning environment.

PREFERRED APTITUDES

- **Team Player:** Energized by collaborative planning and valuing the expertise of LSAs, EAL colleagues, and specialists.
- **Inclusive Mindset:** Patience and creativity in meeting diverse learning needs through flexible grouping and multisensory approaches.
- **Cultural Connector:** Respect for global perspectives and ability to weave students' backgrounds into lessons.
- **Warm Communicator:** Builds trust with students, families, and colleagues through empathy and clarity.

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

Be You.
Be The Difference
