



SHENZHEN INTERNATIONAL

Teaching Roles - Further Notes for Applicants



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Founding Executive Principal

We have already begun our truly exciting journey from historic Canterbury to modern Shenzhen where the oldest school in Europe is reinventing itself in a very different environment and culture. The contrast could not be greater, but our aims are the same: that is to provide the best possible education and care for the young people we are privileged to teach as we aim to establish what we plan to be one of the very best schools in Asia. We have an historical link going back over 1400 years, but we are providing a very modern education aimed at children and young adults who will make significant and positive contributions to life in this century.

What matters most about a school is the way it looks after its pupils. Nowhere does this better than King's in Canterbury and, of course, now in Shenzhen where our whole approach is based upon providing our students with best standards of care and motivation. Our fundamental philosophy is one where we all respect and look after one another in a spirit of discovery and challenge.

Our Pre-Prep (Kindergarten) opened this September (2019) with 100 students aged 2-6 in 7 classes. It is growing fast and we have already opening another class with at least one more in February. This is a testimony to the children, the teachers, the facilities and the overall atmosphere we are creating.

I often say that these are exciting times in education, and they are certainly exciting times to be a teacher. Our role as teachers is expanding and we have huge responsibilities to prepare our children for an uncertain world. We are looking for teachers who are first and foremost 'human beings', in the broadest sense, with modern outlooks, creative approaches, willing to develop and show initiative, but also to work as a team; they must be professional at all times and dedicated to the children they teach and the school they work in. If that is you, please contact us.

The King's Canterbury Connection

Established 1400 years ago in the 6th century, the King's School, Canterbury is thought to be the oldest continuously operating school in England and Europe. In the early centuries, the School was attached to Canterbury Cathedral and it still occupies buildings which are part of a UNESCO World Heritage Site. The School was re-founded by King Henry VIII in 1541 and hence it was given the name 'The King's School'. It received a new Royal Charter from King George VI and Queen Elizabeth in 1946.



The famous 'King's Week', the festival of music and drama at the end of the summer term started shortly thereafter, in 1952. The School has continued to evolve and modernise to meet today's educational demands. Its new International College opened in 2018, and the first stage of the Shenzhen campus opened in 2019.

The School has enjoyed a distinguished reputation and excellent academic results. It is labelled 'outstanding' in regular independent inspections. Every year 99% of its graduating class go on to world class universities, and over 20 of its students were admitted to Oxford and Cambridge in 2018. The King's School Canterbury UK is not interested in multi-franchise arrangements but in a small number of quality overseas branch schools. In this way, it will be able to keep a much closer connection between both Canterbury and the overseas branches, but also between the overseas schools themselves.



Our Shenzhen school is the first of these overseas schools and will always have a very special connection in terms staffing, staff training, resources, policies, summer programmes, inspections and, in due course, exchanges.

Our campuses for the Primary and Secondary Schools will open in September 2020 and 2021. Modern in appearance, they are also modern in the way they meet the needs of today's children. You will find

open learning and break-out spaces, both indoors and out, alongside bright and flexible classrooms with specialist laboratories, common social areas, sports, music and drama facilities.

Campus Design

From our architect Cindy Walters, *Walters & Cohen*.

We are deeply proud to be working with The King's School in both Canterbury, England, and Shenzhen, China.

In Shenzhen, we have supported the bold vision of the King's School by designing a modern new school that is educationally ambitious. The ongoing and fruitful collaboration with our partners in China and England helps to inform and refine the design, which embodies the King's ethos.



While the King's School in Canterbury offers a twenty-first-century education in the UK's oldest school, the new flagship school at Nanshan is a contemporary response to King's remarkable historic setting. We have drawn inspiration from the tradition of arranging academic accommodation about landscaped courtyards, and our design reflects the iconic green courts that define the Canterbury Cathedral precincts. Our understanding of the local climate has informed how the buildings function; much thought has gone into providing well-lit and ventilated learning environments. The school's envelope is shaded by planting, making this a beautiful and comfortable teaching and learning environment. Working with UK-based landscape architects BHSL, we have arranged the new school buildings in Shenzhen around generous garden courts and planted roof terraces.

Most importantly, the new school will motivate learning by encouraging collaboration between staff and students. The design of the education spaces has been rigorously tested to ensure they will deliver a progressive learning environment that achieves academic and co-curriculum excellence by encouraging creativity across all aspects of learning. The school comprises a series of internal terraces that will double as resource and makerspaces which will enable the School's aim of providing a full and active STEAM educational experience.

Aims & Ethos



Our aim is to anchor a 21st century education within the illustrious history and traditions of both King's in Canterbury and those of modern China.

A King's education is built upon the twin pillars of academic excellence and co-curricular opportunity, supported by the highest standards of pastoral care. Our philosophy is that talented pupils are 'stretched but not stressed' by enlightened and stimulating teaching and that they learn best through positive and dynamic interaction with their teachers, peers and surroundings.



We take a holistic approach to education: that means caring about our children's academic, physical and psychological growth. The King's schools strive to achieve this by creating an environment that is nurturing, supportive and engaging.

We focus at all times on the ultimate goals of ensuring that well-rounded individuals leave King's capable of attending the world's top universities with the transferable skills required for 21st century workplace, with a strong focus upon creativity, originality, and initiative, to render them capable of being global leaders, innovators and citizens. This is a huge and exciting challenge in a fast-moving, changing world which requires our expertise in pastoral care and personal development as well as academic quality and flexibility.



School Structure and Curriculum

Our Kindergarten/Pre-Prep provides a curriculum that encourages active learning, creativity, critical thinking, playing and exploring. We use the Early Years Foundation Stage (EYFS) as the framework for this approach, and supplement it with our rigorous approach to language learning which emphasises the importance of the home language (Chinese) and requires our teachers to understand theories on English development and the strategies used to support this.



The programme for Chinese children aged 6-15 will follow the Chinese regulatory curriculum, delivered very much in a King's way, and with non-compulsory areas reflecting our curriculum in the UK. There will be variations for international passport holders.

Throughout, our pedagogy will be vibrant, intellectually exciting and supportive with a full immersion in two languages, Chinese Putonghua and UK English. Our students will benefit from qualified specialist teachers, drawn from the UK and

China, in specialist teaching spaces, studying a wide range of subjects. The curriculum at all levels will have a strong emphasis on creativity, originality and innovation, all of which are essential for today's young people.

For the last three years of their schooling (ages 15-18), our students will be aiming for top world-class universities through an intensive programme of international GCSEs and A Levels. They will benefit fully from the excellent resource material and expertise given to us by King's in Canterbury.

Age		Chinese	UK	Curriculum
2	Pre-Kindergarten/Pre-Prep	Pre-K	Pre-Nursery	EYFS Bilingual UK English and Putonghua Chinese
3	Kindergarten/Pre-Prep	K1	Nursery	
4	Kindergarten/Pre-Prep	K2	Reception	
5	Kindergarten/Pre-Prep	K3	1	Extended EYFS
7	Primary	1	2	Blended Chinese National Curriculum and UK King's Canterbury Bilingual immersion
8	Primary	2	3	
9	Primary	3	4	
10	Junior	4	5	Blended Chinese National Curriculum and UK King's Canterbury Bilingual immersion
11	Junior	5	6	
12	Junior	6	7	
13	Middle	7	8	Blended Chinese National Curriculum and UK King's Canterbury Bilingual immersion
14	Middle	8	9	
15	Middle	9	10	
16	Senior High	10	11	International GCSEs International A Levels
17	Senior High	11	12	
18	Senior High	12	13	

School calendar and holidays

By statutory requirements the School has to be in session for 180 days in the year. The School year starts at the end of August and finishes at the end of June. For administrative purposes we have a two-term year separated by the Chinese New Year; however, the School still closes for Christmas.

Holidays

- The School will close on all Chinese national, statutory holidays.
- Teaching staff are also entitled to what is known as ‘semester leave’ which includes holidays as below:
 - The week in which the 1st October falls
 - Christmas (usually 10-14 days)
 - Chinese New Year (usually 14 days)
 - Qingming (usually 7 days)
 - Summer: teachers are expected to be in School for the last week of the break, that is at least 5 working days before the start of the school year for preparation and training. New teachers should arrive at least two weeks before the start of the school year.

Shenzhen City and Life



Shenzhen is a first-tier city, the fourth largest in China, located along the southern tip of the country along the eastern bank of the Pearl River. The city covers an area of 1,992 square km and, as of the end of 2019, its official permanent population stood at over 12.53 million, though its daily estimate is closer to 15 million.

The city has become a magnet for technology start-ups. It is home to the Shenzhen Stock Exchange as well as the headquarters of numerous multinational companies such as Vanke, JXD, Hytera, CIMC, Shenzhen Airlines, Nepstar, Hasee, PingAn Bank, PingAn Insurance, China Merchants Bank, Tencent, ZTE, Huawei and BYD. Shenzhen ranks 9th in the 2019 edition of the Global Financial Centres Index, having risen from 14th in 2018. It also has become one of the busiest container ports in the world.

Shenzhen's modern cityscape is the result of its vibrant economy made possible by rapid foreign investment since the institution of the policy of "reform and opening" in late 1970s when the SEZ was established. The local government aims at building Shenzhen into a core engine, in terms of both technology innovation and financial support, driving development of the ‘Greater Bay Area’ and, by 2035, into a global technology innovation hub, dubbed the next Silicon Valley.

Cost of Living

How much a person spends a month in Shenzhen is determined by their lifestyle choices. Anything imported is more expensive. Local made products are generally quite cheap, but you do have to spend time to look for quality products. Eating out at a small local restaurant for dinner can be as little as 30 CNY. A typical dinner with a glass of wine or beer will average about 150 CNY. Almost all Western tastes and preferences can be catered for.

You can refer to www.numbeo.com for some comparisons. Current exchange rate is around GBP 1 to CNY 8.8.

Food and Dining

Shenzhen is a new city with a huge variety of dishes from all over China and Asia. European cuisine is increasingly also available. People pay much attention to the colour, taste and presentation of cuisines. As workers from all over China come to work and live in Shenzhen, you can taste a huge variety of Chinese cuisines, especially popular are the hot and spicy Hunan and Sichuan dishes. In fact, food from as far north as Heilongjiang and as far west as Xinjiang can also be found easily. Closer to home, it is said that Guangdong people can eat absolutely anything that has four legs other than a table, no matter where it is from. Therefore, people regard Cantonese food as one of the most adventurous food in China. However, most western foods can also now be easily found in the many shopping malls of Shenzhen.

If you need more updated cuisine information, please visit: <http://www.thatsmags.com/shenzhen>

Festivals & Culture

Chinese culture dates back thousands of years and many festivals are still celebrated. Families and food are at the centre of everything the Chinese do.

Festivals such as Dragon Boat Festival, Tomb sweeping, Mid-Autumn Festival and of course the Chinese New Year immerse you in the long history of China. Western festivals like Christmas (without the religious element), Halloween, Mother's Day are celebrated too.



Climate

Shenzhen has a tropical climate with hot (often) wet summers and mild (usually) dry winters. Spring and Autumn tend to be beautiful times for getting out, walking and sight-seeing.

Travel

Within Shenzhen, the use of subway, buses and taxis (Didi) are convenient. Metro is cheap, popular with teachers and very efficient, a typical journey will cost 5 yuan (56P) and there is a metro station just 5 minutes' walk from our Nanshan site.

For travelling beyond Shenzhen:

- Hong Kong Island is one hour away by ferry from Shekou port (about 20 minutes' drive from the School); or reached by train and cross border buses.
- Macau is also an hour away by ferry from Shekou and Hong Kong airport only 30 minutes.
- Fast speed trains connect you to cities all over China – Guangzhou is 35 minutes; Shanghai is 6 hours; Guilin is 2 hours; and Beijing is 8 hours.

- Shenzhen Baoan airport (22 km from the School) or the Guangzhou Bai Yun airport (2 hours by car from the School) or Hong Kong airport (55 km) connect you to all over the world – Thailand, Malaysia, Cambodia, the Philippines, Japan, Vietnam are all 3-4 hour's flight away.

Teachers

Teachers wanting to work in China need to be patient and resilient in order to get through the visa process. Then on arrival, there are a number of hurdles to negotiate for the work and resident permits. However, once appointed we help you with the process and make your adjustment as comfortable as possible. Our HR department is blessed with a great sense of humour to lighten the load and we employ an experienced agency to support us.

We expect all new teachers to arrive during the third week of August for acclimatisation, induction and training. Fully furnished accommodation is provided for all in their first year with allowances thereafter.

Contracts are for two-years, but renewable if both sides agree.

We are looking for teachers who believe in what we are providing and care about the children they teach. They should be professional, modern in their thinking, flexible, independent but prepared to work in a team, and dedicated to their work. They need to have relevant degrees, teaching qualifications (preferably) and previous teaching experience. They also need a sense of humour and a sense of adventure.

Kieran

“Shenzhen is an exciting, young and vibrant city to teach and live in. Having taught in Dubai for a number of years, I felt the pull of the Far East and Shenzhen is definitely a great way to experience an authentic Chinese way of living, with a taste of the West in Hong Kong just 12 minutes away by fast train. There are many social activities available in Shenzhen including clubs for football, basketball and rugby. I joined the Irish Gaelic Football team the Shenzhen Celts and this has been a great help in making new friends and finding out about various events as well as useful tips about living in this city. Generally, I have found Shenzhen to be very inexpensive which gives teachers a great opportunity to save yet experience excellent cuisine in lively bars and restaurants all around the city. Shenzhen is also a fantastic location for people wishing to travel to countries around Asia, with four international airports in close proximity, meaning cheap flights to hundreds of destinations are readily available. Having Hong Kong and Macau on our doorstep is also a luxury that other Chinese cities don't have.



King's school is a brand-new school with excellent facilities available for both staff and children. There is an extremely positive atmosphere in the school and settling has been so easy. The school management has built a strong relationship with the staff and the school has already created a real sense of community.”

Danielle



“My journey to this school has brought me to the realisation of just how much China has to offer for its children. Our school seeks to enhance the Chinese culture and offers our students a wonderful educational experience, which helps them appreciate the diversity of the world. King’s school encompasses all the values which I personally hold dear: individuality, respect and community. I am proud to be working with professionals of such a high calibre, whose virtue and integrity are unmatched. We are a great community!”

Life in Shenzhen is convenient and exciting. If you’re experiencing China for the first time, you won’t be disappointed as Shenzhen is a modern and newly-established city. The School is based in a spectacular district with easy access to the metro, which makes travelling around extremely easy. You will never be short of things to do here, what I relish the most is the amount of greenery, which means that there is always an option to escape the city without leaving. All in all it has been easy to settle in and adjust to the new community and school.”

Amy

“My experience so far here in Shenzhen has been very positive. We received a very warm welcome from the school team and were supported and assisted from the very beginning. Everybody was so eager to help us settle in and make things as easy as possible for us – downloading useful apps for us, showing us the local area and just generally being helpful.



The area we are in is nice and although a little bit out from some of the main areas it has the basic necessities like supermarkets and some small restaurants close by. We have a metro very close by which makes the rest of Shenzhen very accessible and offers endless options for food, drinks and entertainment – the variety of food and restaurants is fantastic.

Our locality also has some lovely parks for walking / running and there is a gym very close by. There is also so much opportunity for travel, in and outside of China. The school itself is bright and spacious and for a new school it has great variety of resources and materials. The children are lovely and the classrooms have good adult to child ratios meaning lots of helping hands, especially during the initial settling in. At the beginning, the language and cultural differences can seem a bit overwhelming but come with an open mind, a little patience and a good translator app and it won’t be a problem.”

Application Procedures

There are two steps in the application process:

1. Forward a **Personal Statement** to hr@kings-school.com.cn. The statement should clearly deal with the following aspects in this order:
 - a) your teaching specialisms including which age groups you prefer to work with
 - b) your personal educational philosophy
 - c) why moving to The King's School (Canterbury) in Shenzhen is the right move for you at this time;
 - d) how your academic and teaching qualifications/experience support this move
 - e) your other interests and skills and how you could use them in the school's co-curriculum programme

Note, if you wish to include a detailed and more personal *curriculum vitae*, please include it as a separate attachment.

2. Complete our **application form** obtainable from <https://www.kings-school.com.cn/vacancies/>.

When **both** steps have been completed we shall acknowledge the application and inform you of the next steps.

Enquiries or questions prior to application can also be addressed to hr@kings-school.com.cn. or to the Executive Principal's Assistant, Jessie Chen on jessie.chen@kings-school.com.cn.

Safeguarding

The King's School Shenzhen International is committed to safeguarding and promoting the welfare of children and young people in its care. As an employer, the School expects all staff and volunteers to share this commitment. All staff must understand and commit to safeguarding and promoting the welfare of children when carrying out their duties. New staff must sign to state they have read and understood all the required documents and policies. Staff must undertake Child Protection training soon after joining the School.

Equal Opportunities

The King's School Shenzhen International is an equal opportunities employer. Employees enjoy equal opportunities (recruitment, training, promotion and socialisation, etc.), regardless of race, nationality, religion, gender, age, disability, marital status and sexual orientation, etc.

The King's School promotes employment practice designed to eliminate discrimination. Therefore, our aim is

- *To ensure that no job applicant receives less favourable treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.*
- *All job applicants will be treated equally and fairly in the recruitment process as stated in this policy.*
- *The successful applicant will be recruited and trained on the basis of ability, experience and skill to undertake the job successfully as defined within the job description and person specification.*