



Shrewsbury International  
School Phnom Penh



**Shrewsbury**  
International School  
PHNOM PENH

# EARLY YEARS TEACHER

## Applicant Information Pack

2024 - 25



*Shrewsbury - Education for Life*



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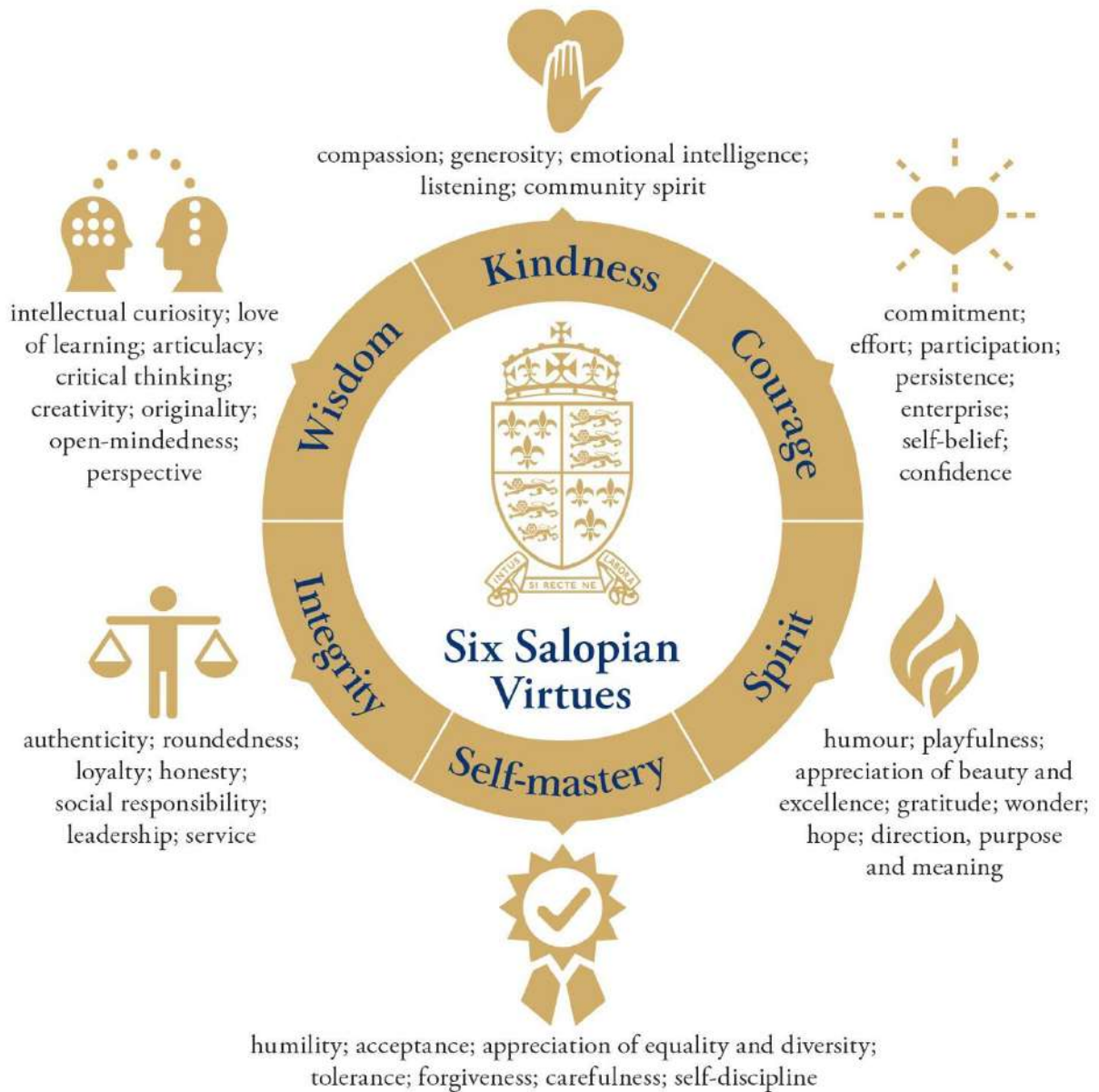
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*Shrewsbury International School Phnom Penh is committed to providing outstanding care and education to its students and to safeguarding and promoting the welfare of children and young people.*

## OUR SCHOOL VALUES



**“Intus si recte ne labora”**

**– if the heart is right, all will be well.**

School Motto

## OUR LEARNING CULTURE

*"Excellence is never an accident. It is always the result of high intention, sincere effort, and intelligent execution."*



Aristotle, Classical Greek philosopher and polymath (384-322 BC)

### Intellective

- ✦ educating the mind
- ✦ wisdom and the pursuit of truth
- ✦ critical thinking
- ✦ love of learning
- ✦ intellectual curiosity

### Active

- experiential learning ✦
- adventure ✦
- volunteering and fundraising ✦
- participation ✦
- sport ✦
- leadership ✦

## Floreat

individual flourishing

- ✦ communication
- ✦ articulacy
- ✦ creativity and innovation
- ✦ performance
- ✦ the arts
- ✦ doing and making

- spirituality ✦
- moral development ✦
- cultural understanding ✦
- social intelligence ✦
- self-mastery ✦
- direction, meaning and purpose ✦

### Expressive

### Reflective

## WELCOME FROM SCHOOL LEADERS



Dear Candidate,

Thank you for your interest in the teaching role at Shrewsbury International School Phnom Penh (SISPP). I hope the information in this pack will help you decide whether our community fits you. I encourage you to visit our school website at [www.shrewsbury.edu.kh](http://www.shrewsbury.edu.kh) and follow us on Facebook to learn more about who we are and what we do.

This is a rare and exciting opportunity to join the founding team at Shrewsbury International School Phnom Penh, "a school like no other in Cambodia." We have opened our new state-of-the-art Primary School, which features modern classrooms and laboratories, drama, dance and music studios, an auditorium and a swimming pool.

We are now excited to be developing our main campus which will open as an all-through facility in September 2026 and provide fantastic facilities and learning environments designed to turn the Floreat

ethos into practice on a daily basis for our teachers and students.

Our school is fortunate to have a team that is deeply committed to our inclusive ethos. We strive to ensure our students achieve the best outcomes and are always ready to go the extra mile to support their learning. In return, our staff are given the freedom to work within their area of expertise in a way that best supports learning. Our goal is to make learning enjoyable and tailored to each student, all while fostering a growth mindset.

You will find a job description and person specification for the post in this pack. If you think SISPP is the right school for the next step in your career, please submit the TES application form before the stated deadline.

I hope this information helps you determine if our school is a good fit for your next career move. I look forward to reading your application.

Yours faithfully,



Toby Waterson  
Founding Principal



Dear Candidate,

Thank you for your interest in the Teacher position at Shrewsbury International School Phnom Penh. Our school is committed to creating a strong community based on mutual respect and care. We strive to provide a stimulating and rewarding learning environment that enables our students to succeed. We believe that every child learns differently, and we encourage them to take responsibility for their own learning.

We foster intellectual curiosity and aim to help each child develop independence of mind and spirit. At our school, co-curricular activities, which are as important as academic development, play a crucial role in shaping our students. Therefore, we offer a wide range of sporting, artistic, cultural, and social activities that help our students discover their creativity, abilities, and strengths.

We hope you will consider joining our Shrewsbury International School Phnom Penh team. If you have any questions or would like to discuss the role further, please do not hesitate to contact us.

Best wishes,

Alina Manda

## DESCRIPTION OF THE SCHOOL



Shrewsbury International School Phnom Penh (SISPP) is truly "A School Like No Other in Cambodia." Located in the rapidly developing district of Chroy Changvar, Phnom Penh, with an exclusive riverside setting along the majestic Mekong River, SISPP provides a British primary school education based on the National Curriculum of England for students aged 2 to 11.

As the newest addition to the Shrewsbury family of schools, SISPP offers a unique approach to learning, where we place emphasis on the 'serious fun' of education. We are proudly linked to Shrewsbury, one of the UK's most prestigious schools, with a rich heritage spanning nearly 500 years and a distinguished list of alumni, including the renowned naturalist Charles Darwin.

Shrewsbury Riverside, established in Bangkok in 2003, is one of the region's most respected and well-established premium international schools. In 2018, a second campus opened in Bangkok (City Campus), alongside Shrewsbury Hong Kong. Our Phnom Penh campus commenced operations in August 2022, with our new, purpose-built primary school facility officially opening in September 2024. Shrewsbury India is set to open later this year (August 2025).

Our core mission is to educate and empower students to thrive in life and contribute positively to the world around them. We believe the true purpose of education is to cultivate inner virtues, life skills, and character strengths that provide our young people with the confidence and direction to lead meaningful and successful lives.

We encourage early applications for those who are excited to join our growing team in this vibrant, dynamic school. We particularly welcome teachers with experience in UK schools to apply.

|                                                                                   |                                                                                                                    |
|-----------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------|
|  | Small class sizes with motivated, engaged and well-behaved students                                                |
|  | A friendly working environment that promotes teachers' wellbeing                                                   |
|  | Continuous Professional Development (CPD) and Performance Management (PM) to support innovative teaching practices |
|  | A modern school building in Phnom Penh with well-resourced classrooms                                              |

## EMPLOYMENT TERMS & CONDITIONS

The successful candidate will be offered an initial two-year contract, which can be renewed by mutual agreement.

The compensation package offered will be appropriate for the duties and responsibilities of the position and will include the following benefits:

|                                                                                     |                                                                      |
|-------------------------------------------------------------------------------------|----------------------------------------------------------------------|
|  | A competitive US\$ salary                                            |
|  | Accommodation provided                                               |
|  | Comprehensive medical cover                                          |
|  | Free tuition for dependent children enrolled with SISPP              |
|  | Relocation allowance (reimbursement basis)                           |
|  | Start and end of contract flights and annual return flight allowance |
|  | Laptop provided by the school                                        |

## EARLY YEARS TEACHER

### Job Description

#### *Main Purpose of The Role*

We are seeking highly qualified, motivated, and experienced Early Years Teachers to join our founding teaching team in August 2025. This team is committed to delivering exceptional teaching and learning experiences for our young students.

As Early Years Teachers, the ideal candidates will play a vital role in shaping the future of our students. They should place a strong emphasis on the education and development of each child, striving to achieve the highest standards of work, conduct, and professionalism, while upholding honesty and integrity. A solid understanding of early childhood education, along with a commitment to maintaining current teaching practices and knowledge, is essential. Candidates should also demonstrate self-reflective practices and foster positive professional relationships, working collaboratively with parents to ensure the best outcomes for their students.



#### *Teaching Expectations*

##### *1. Set high expectations which inspire, motivate, and challenge children*

- ☐ Create a positive, nurturing, and stimulating learning environment, where children feel safe, valued, and supported.
- ☐ Set high expectations for all children, ensuring that learning is challenging yet achievable, fostering a sense of curiosity and a love for learning.
- ☐ Demonstrate positive attitudes, values, and behaviours that set a good example for children to follow, promoting mutual respect and kindness.

##### *2. Promote good progress and outcomes by children*

- ☐ Take responsibility for children's learning, development, and well-being in line with the Early Years Foundation Stage (EYFS) requirements.
- ☐ Use knowledge of individual children's capabilities and prior experiences to plan activities that meet their developmental needs and promote progress.
- ☐ Support children in reflecting on their learning, encouraging them to talk about what they have learned and what they need help with, fostering independence and self-awareness.
- ☐ Encourage progress in all areas of learning and development, particularly focusing on the three prime areas of the EYFS: Communication and Language, Physical Development, and Personal, Social and Emotional Development.

### *3. Demonstrate good subject and curriculum knowledge*

- ☐ Have a secure knowledge of the Early Years Foundation Stage curriculum and the key areas of learning: Communication and Language, Physical Development, Personal, Social and Emotional Development, Literacy, Mathematics, Understanding the World, and Expressive Arts and Design.
- ☐ Foster children's curiosity by planning engaging and purposeful play-based activities that encourage exploration and problem-solving across all areas of learning.
- ☐ Be knowledgeable about the development of early literacy and numeracy skills and use this knowledge to support children's growth in reading, writing, and early maths through playful and developmentally appropriate strategies.

### *4. Plan and teach well-structured activities*

- ☐ Plan and deliver well-structured, child-centred activities that promote exploration, creativity, and hands-on learning in a balanced way.
- ☐ Incorporate opportunities for both child-initiated and adult-led learning, allowing children to direct their own learning while providing guidance when needed.
- ☐ Set appropriate expectations for children's learning, ensuring activities are well-matched to their age, ability, and stage of development.
- ☐ Encourage children's intellectual curiosity and promote a lifelong love of learning through meaningful and purposeful play.
- ☐ Use continuous assessment to inform planning and adapt teaching to meet the children's emerging needs.

### *5. Adapt teaching to respond to the strengths and needs of all children*

- ☐ Recognise that every child is unique and adapt your teaching to meet the varying needs of children, considering factors such as cultural background, language, and learning needs.
- ☐ Use differentiated strategies to support children with special educational needs (SEN), those with English as an additional language (EAL), and children with disabilities, ensuring all children are included and engaged.
- ☐ Support children's social and emotional development by modelling positive relationships, encouraging turn-taking, and helping children develop the skills needed for managing emotions and resolving conflicts.
- ☐ Recognise children's individual interests and strengths, planning activities that build on their experiences and support their next steps in learning.

### *6. Make accurate and productive use of assessment*

- ☐ Make use of ongoing formative assessment to monitor children's progress across all areas of learning, in line with the EYFS framework.
- ☐ Use observation and assessment tools to track children's development and identify areas where support is needed.
- ☐ Provide regular, meaningful feedback to children, encouraging them to reflect on their learning and giving them opportunities to express their thoughts and ideas.
- ☐ Work closely with parents and carers to share children's progress and support home learning.

## *7. Manage behaviour effectively to ensure a positive and safe learning environment*

- ☐ Establish clear, consistent expectations for behaviour that are age-appropriate and support the development of self-regulation, social skills, and respect for others.
- ☐ Use positive behaviour strategies to encourage good behaviour and self-control, including praise and rewards.
- ☐ Support children to understand and express their feelings appropriately, fostering a caring and cooperative environment.
- ☐ Ensure that all children feel safe, happy, and valued in their learning environment.

## *8. Fulfil wider professional responsibilities*

- ☐ Make a positive contribution to the wider life of the school and promote the ethos of the Early Years Foundation Stage, working closely with other professionals and parents to enhance children's development.
- ☐ Develop effective, professional relationships with colleagues and parents to support children's learning and welfare.
- ☐ Ensure effective use of support staff and other resources to enhance children's learning opportunities.
- ☐ Take responsibility for your own professional development, participating in ongoing training and learning opportunities to enhance your understanding of early years pedagogy.
- ☐ Communicate effectively with parents, sharing children's achievements, progress, and areas of development in a timely and constructive manner.

## *Personal and professional conduct*

The ideal candidate must consistently exhibit high standards of personal and professional conduct. The following statements outline the behaviour and attitudes that establish the expected norm for conduct throughout a teacher's career.

### *1. Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school*

- ☐ treat students with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position;
- ☐ have regard for the need to safeguard students' well-being, in accordance with statutory provisions;
- ☐ show tolerance of and respect for the rights of others;
- ☐ not undermine fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs;
- ☐ ensure that personal beliefs are not expressed in ways which exploit students' vulnerability or might lead them to break the law.

2. *Have proper and professional regard for the ethos, policies and practices of the school in which they teach*
3. *Maintain high standards in their own attendance and punctuality*
4. *Have an understanding of, and always act within, the statutory frameworks which set out professional duties and responsibilities*

## PERSON SPECIFICATION

|                                      |                                                                                     |                                                                                                             |
|--------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------|
| <b>QUALIFICATIONS AND EXPERIENCE</b> |    | Early Years Teacher Status (EYTS)                                                                           |
|                                      |    | Successful 3 years teaching experience                                                                      |
|                                      |    | At least 2 years of teaching experience in the United Kingdom                                               |
|                                      |    | Ideally, having taught in international school setting                                                      |
| <b>SKILLS AND KNOWLEDGE</b>          |    | Knowledge of the British National Curriculum                                                                |
|                                      |   | Knowledge of effective teaching and learning strategies                                                     |
|                                      |  | A good understanding of how children learn                                                                  |
|                                      |  | Ability to adapt teaching to meet students' needs                                                           |
|                                      |  | Ability to build effective working relationships with students                                              |
|                                      |  | Knowledge of guidance and requirements around safeguarding children                                         |
|                                      |  | Knowledge of effective behaviour management strategies                                                      |
|                                      |  | Good ICT skills, particularly using ICT to support learning                                                 |
| <b>PERSONAL QUALITIES</b>            |  | A commitment to getting the best outcomes for all students and promoting the ethos and values of the school |
|                                      |  | High expectations for children's attainment and progress                                                    |
|                                      |  | Ability to work under pressure and prioritise effectively                                                   |
|                                      |  | Commitment to maintaining confidentiality at all times                                                      |
|                                      |  | Commitment to safeguarding and equality                                                                     |

## Application and Shortlisting



### *How to Apply*

The advertisement specifies the closing date, but it is strongly recommended that applications be submitted as soon as possible. Candidates are invited to apply through the TES application portal and need to attach the following documents:

- A comprehensive CV with a recent passport-size photograph and contact details of three referees (one of which must be from your current Headteacher).
- A letter of application that demonstrates how your qualifications, experience, skills and ambitions meet the person specification requirements.

### *Shortlisting*

Candidates will be shortlisted and invited to have a preliminary conversation with the Head of Primary.

### *Interviews*

The initial interviews will be conducted through Google Meet before April 28th, 2025.

We reserve the right to move forward with the deadline, depending on the number of applications received.

### *Notification of Outcome*

After the process, shortlisted candidates will be notified of the outcome as soon as possible.

### *Feedback*

Unsuccessful shortlisted candidates will have the opportunity to receive professional feedback during the week following the interviews.

### *Taking up Post*

The successful candidate will take up the post in August 2025, and induction for new staff arriving in Cambodia will commence week commencing 18th August 2025.

### *Commitment to Safeguarding Principles*

Shrewsbury International School Phnom Penh is committed to safeguarding and promoting children's and young people's welfare. We expect all staff and volunteers to share this commitment. All post holders are subject to appropriate vetting procedures and satisfactory Criminal Background Checks or equivalent covering the previous 10 years of employment history.

## Living In Phnom Penh Guide



If you're a teacher considering a change of scenery, Phnom Penh, the vibrant capital of Cambodia, presents an exciting opportunity for both professional growth and personal adventure. Located in South-East Asia between Thailand and Vietnam, Cambodia offers a rapidly developing economy that is reflected in its vibrancy and dynamism. With a rich history, stunning natural landscapes, and a thriving educational sector, Phnom Penh is the perfect destination for teachers seeking a rewarding career abroad. This guide highlights why relocating to Phnom Penh can be an excellent move for you.

### *1. The Growing Demand for Teachers in Cambodia*

Cambodia's education sector is expanding rapidly, particularly in the capital Phnom Penh, which is home to 2 million of the country's 17 million residents. With a growing focus on English language skills and international education, there is a high demand for qualified teachers, especially from the UK. British teachers are especially valued due to the country's respect for the UK's education system and teaching standards.

- **International Schools:** Phnom Penh hosts a variety of prestigious international schools following British, American, and other global curricula.
- **Private Language Institutes:** In addition to schools, there are numerous language centres offering flexible working hours, teaching opportunities across age groups, and chances to further develop your teaching skills in an international setting.

## 2. Affordable Cost of Living

One of the most attractive features of living in Phnom Penh is the **affordable cost of living**. Whether you're looking for comfortable accommodation, eating out, or enjoying leisure activities, you'll find that living costs are significantly lower than in the UK.

- **Accommodation:** Rent in Phnom Penh is extremely reasonable, with modern one-bedroom apartments in central locations costing as little as £150 to £300 per month.
- **Food & Dining:** The local cuisine is delicious, fresh, and very affordable. Street food costs around £1-£2 per meal, while dining at a mid-range restaurant may set you back £5-£10.
- **Utilities & Public Transport:** Utility bills (electricity, water, and internet) are low, and public transport is both cheap and convenient, with tuk-tuks and motorbikes readily available for travel around the city.



## 3. A Gateway to Southeast Asia

Phnom Penh's location on the banks of the mighty River Mekong and its proximity to Vietnam and Thailand make it the perfect base for exploring Southeast Asia. The country's beautiful beaches, vibrant cities, and stunning historical sites are just a short journey away.

- **Weekend Getaways:** The coast is just over two hours away via a newly opened highway, and you can visit serene spots such as **Kep** and **Sihanoukville** or explore **Siem Reap** and the world-renowned **Angkor Wat** temples, one of the highlights of the country's rich cultural landscape.
- **Travel Opportunities:** Flights to most European cities via connecting hubs such as **Bangkok** or **Singapore** typically take around 16 hours, giving you the chance to visit family or explore further afield during breaks.

## 4. A Rich Cultural Experience

Living and working in Phnom Penh offers you the chance to immerse yourself in Cambodia's fascinating culture and history. The city is home to a blend of modern developments and ancient traditions. The **temples of Angkor Wat** are world-famous, and Phnom Penh itself offers a variety of cultural experiences.

- **Cultural Exploration:** Spend weekends visiting historical landmarks such as the **Tuol Sleng Genocide Museum** and the **Killing Fields**, where you'll learn about Cambodia's tragic past and its remarkable recovery. Explore the spiritual side of the city with a visit to **Wat Phnom** or the **Silver Pagoda**.



- **The Local Community:** Cambodians are known for their friendliness and hospitality, and as a teacher, you'll quickly build meaningful relationships with both your students and the wider community.

### *5. Easy Living with Modern Amenities*

Phnom Penh offers a high standard of living with modern conveniences that make everyday life simple and stress-free. The city is home to a range of user-friendly mobile phone apps for ordering tuk-tuks, food delivery, and making payments or managing banking, which helps streamline your daily activities.



- **Safe Environment:** Phnom Penh is a generally safe city, with very few threats to personal safety, aside from the usual road-related risks. Expats and locals alike enjoy a peaceful environment, and the crime rate is low.
- **Leisure Activities:** Though green open spaces are somewhat limited, Phnom Penh is small enough that cycling in the surrounding countryside or visiting temples on weekends is perfectly feasible. The city has a thriving social scene with everything from relaxed local bars to upscale restaurants and bars in hotels.

### *6. A Positive Work-Life Balance*

Teaching in Phnom Penh offers a more relaxed work environment compared to the UK. Working hours tend to be shorter, and the emphasis on a balanced lifestyle means you'll have plenty of time to explore the city, engage in hobbies, and travel.



- **Leisure & Recreation:** From riverside cafes to vibrant night markets, Phnom Penh offers diverse entertainment options. The growing arts scene offers everything from traditional performances to contemporary galleries, making it easy to enjoy a rich cultural life outside of work.
- **Cycling & Outdoor Activities:** The proximity of Phnom Penh to natural beauty makes it easy to explore the countryside, visit temples, or take part in outdoor activities during your time off.

### *7. Opportunities for Professional Development*

- **Expand Your Skills:** Working in a diverse and multicultural environment will allow you to develop teaching techniques and approaches that can enhance your professional experience.
- **Career Growth:** Teachers with experience and leadership skills may find opportunities to take on roles such as heads of department or curriculum coordinators, providing pathways for career advancement.

## 8. A Safe and Welcoming City

Phnom Penh is known for its safety and friendliness, with little to no threat to personal security. The welcoming atmosphere makes it easy for foreigners to integrate, and there's a large expat community of teachers who offer support, advice, and friendship.

- **Expat Community:** The expat community in Phnom Penh is well-established, with social events and networks that help you feel at home. Whether you're seeking new friends or advice on settling in, there are plenty of opportunities to connect.



# SHREWSBURY

## FAMILY OF SCHOOLS

Shrewsbury School **United Kingdom**  
[www.shrewsbury.org.uk](http://www.shrewsbury.org.uk)

Shrewsbury International School **Cambodia**  
[www.shrewsbury.edu.kh](http://www.shrewsbury.edu.kh)

Shrewsbury International School **Thailand**  
[www.shrewsbury.ac.th](http://www.shrewsbury.ac.th)

Shrewsbury International School **Hong Kong**  
[www.shrewsbury.edu.hk](http://www.shrewsbury.edu.hk)

Shrewsbury International School **India**  
[www.shrewsburyindia.in](http://www.shrewsburyindia.in)



**Shrewsbury**  
**International School**

PHNOM PENH



**Academic Excellence**



**Supportive Environment**



**Extracurricular Activities**



**World-class Heritage**



### **Shrewsbury International School Phnom Penh**

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