



WELLINGTON  
COLLEGE  
EDUCATION

# Believe in Your Power to Shape the Future



## SHAPING YOUNG FUTURES

HANGZHOU · 杭州

**Be You.  
Be The  
Difference.**





# Master's Welcome:



Welcome to Wellington College Education (China) - Hangzhou. We are excited that you are considering joining our international community. As a school committed to providing a world-class education, we combine the best of British and Chinese methods to create an inclusive, multilingual and multicultural environment. Our school vision, "**Be you. Be more.**" drives our mission to cultivate Learners, Connectors and Changemakers.

As a member of our school, you will have the opportunity to inspire and be inspired. We value kindness, responsibility, respect, courage and integrity, and a commitment to continuous improvement. Our diverse community is one of our greatest strengths, and we are seeking individuals who are eager to contribute to and grow within this vibrant environment. We foster a culture of excellence, emphasising trust, connection and a growth mindset.

We have created a respectful work environment where every staff member feels included, supported, trusted and empowered. We recognise that our people are our greatest asset, and we are committed to their success and wellbeing. If you join our school, you will be offered professional development opportunities, as we believe in empowering staff to grow with confidence and expertise.

Thank you for considering Wellington College Education (China) - Hangzhou as your next professional home. We invite you to join us in shaping your future. Together, we can make a lasting impact on the lives of our pupils and the future of education.

**Kathryn Richardson**  
**Master**  
**Wellington College Education (China) - Hangzhou**

**Be You.  
Be The  
Difference.**

# VISION AND VALUES

## OUR VISION AND PURPOSE

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. We inspire our children to be the best version of themselves, to take pride in their heritage and to be the change they wish to see in the world.

## OUR THREE PILLARS

### **We are Learners**

with the passion, intrinsic motivation and critical thinking that enable us to solve real-world challenges.

### **We are Connectors**

with the confidence, openness and empathy to bridge cultural chasms and bring our world closer together.

### **We are Changemakers**

with the knowledge, networks and commitment to better serve our community and make a positive impact on the future.

## OUR VALUES

As Wellingtonians, our pupils, teachers, academic and non-academic teams embrace the five core values as our standard of interacting with one another and performing our duties. The five core values of being a Wellingtonian are:

### **Kindness**

Showing consideration for others and acting selflessly for their benefit.

### **Responsibility**

Being reliable, dependable and accountable for one's conduct. Fulfilling a duty. Acknowledging the need to serve the communities in which we operate.

### **Respect**

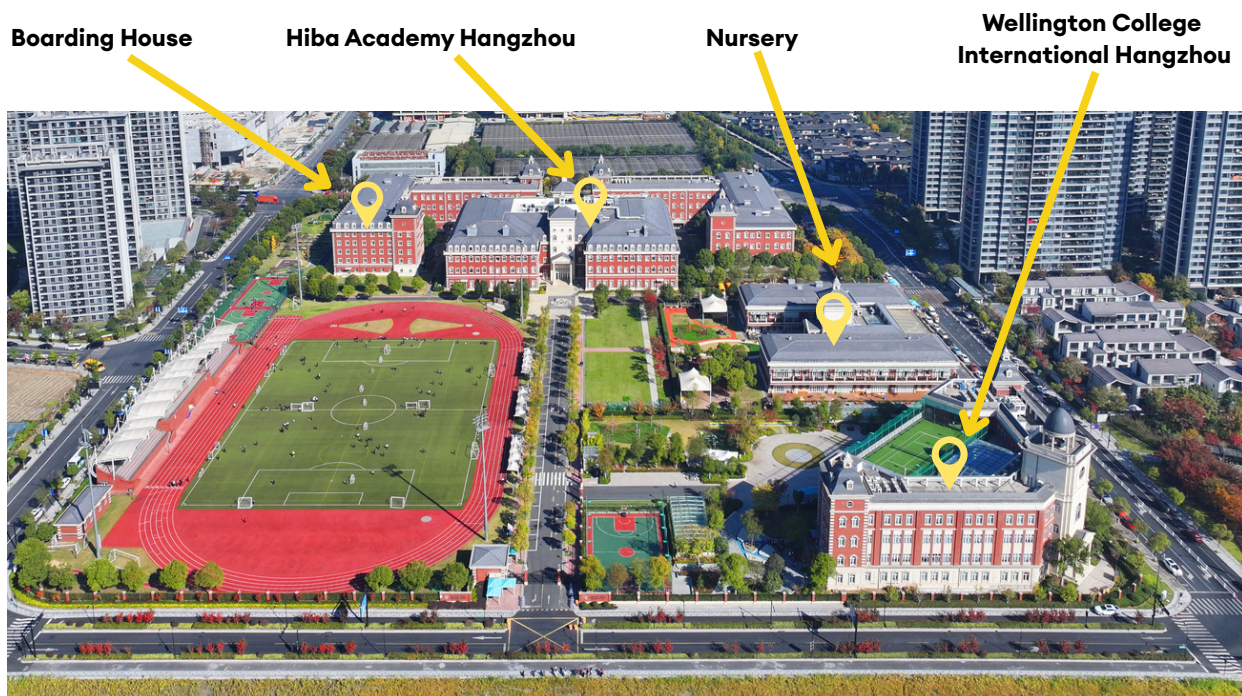
A positive feeling of esteem for a person, group, entity or quality, resulting in acting with fairness. This can include self-respect, which involves not compromising one's values to gain approval from others.

### **Courage**

The ability to confront fear, pain, danger, uncertainty or intimidation. To take calculated risks in the pursuit of goodness.

### **Integrity**

Consistency and authenticity. Acting in concert with one's values or beliefs.



# THE CAMPUS

Wellington College Education (China) – Hangzhou, situated in Xiaoshan District, has been delivering excellence in education since its opening in 2018. The campus comprises two distinct yet interconnected institutions: Wellington College Bilingual School (operated under Hiba Academy Hangzhou) and Wellington College International School.

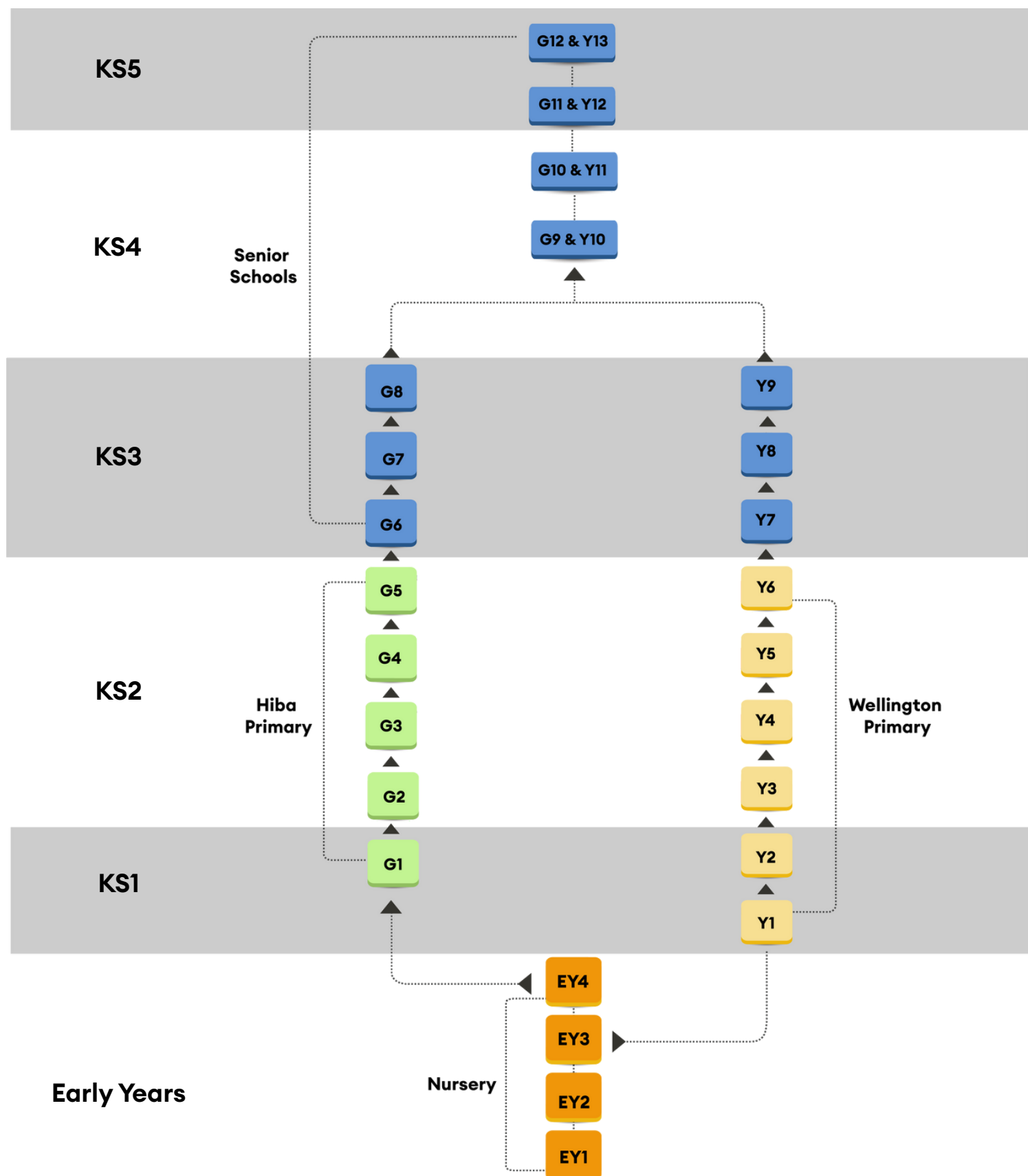
The Bilingual School spans Nursery, Primary and Senior School levels, sharing the same site as the International School which comprises of Primary and Senior School. At KS4, to enhance the experience of our pupils, the international pupils and the bilingual pupils join together for all ‘option’ courses. The campus is also home to our 6<sup>th</sup> form where the international and the bilingual schools merge. All three schools operate under unified leadership, aligned in vision, values, strategic development and events. Their curricula share a core mission: preparing pupils for success both during and beyond their time at Wellington College Education (China) - Hangzhou. Currently, the schools serve approximately 1,400 pupils from 22 countries, supported by 380 staff members from 19 countries.

A key distinction between the bilingual and international schools lies in Mathematics instruction: the bilingual school employs Chinese specialists, with a greater emphasis on the Chinese language. Both primary schools follow Shanghai Maths, the English National Curriculum (ENC) for English, and the local Chinese curriculum for Chinese studies. In the Senior Schools, all pupils work towards IGCSE and A Level qualifications.

Additionally, the school offers a weekly boarding programme, accommodating over 160 boarders from Grade 3/Year 4 through to Sixth Form. This thriving programme enhances pupils' holistic development in a supportive, immersive environment.

The school's unique structure offers staff a dynamic professional growth opportunity, enabling them to engage with two distinct educational settings. Our local and expatriate staff work together seamlessly, creating a mutually enriching environment where continuous learning and knowledge sharing flourish.

# WCECH Learning Pathway



# SCHOOL FACILITIES

The architecture of the schools is inspired by Wellington College in the UK. The theatre in the school is unique due to its seating capacity of over 560 people and supporting rooms for productions and concerts. All schools have library facilities and sports halls. They share a 25m, six-lane indoor swimming pool and a brand-new indoor facility housing basketball and volleyball courts, with a ski simulator coming soon. There is a FIFA-accredited full-sized astroturf football pitch, a 400m running track, and four padel courts.

For staff, there is a brand-new Staff Common Room with a modern design, and in the staff dining hall, a new dedicated baking area has been added.

Our current focus is on developing educational technology for both staff and pupils. We have invested in this area with dedicated staff and are supporting the team's professional development.

We aim to cultivate a broad spectrum of opportunities in educational technology for our staff and pupils. By integrating collaborative projects, we aspire to create a more diverse and engaging learning environment.



# INTRODUCTION TO

## NURSERY



Our Nursery provides exceptional bilingual education within a multicultural environment. Integrating indoor and outdoor learning, our programme combines the Early Years Foundation Stage and the local Chinese curriculum to nurture children's curiosity. Designed for children aged two and up, we prioritise play-based learning to develop essential skills, fostering confidence and happiness. Socialisation and the developmental benefits of play are emphasised, helping pupils form positive relationships and grow their independence.

Bilingual education is a cornerstone, benefiting pupils cognitively and socially. Activities in our unique atelier support holistic development through creativity. Staff wellbeing and professional development opportunities ensure our team remains motivated and skilled. Our core values of kindness, responsibility, respect, courage and integrity guide us in cultivating compassionate global citizens.

# INTRODUCTION TO

# WELLINGTON PRIMARY



Our Wellington College International Hangzhou Primary School, where we educate children aged 5 to 11 through a curriculum inspired by UK best practices. We believe in every pupil's potential to achieve and succeed, focusing not only on academic performance but on building responsibility, respect and self-esteem. Our invigorating and challenging environment opens minds and hearts, guided by passionate teachers and dedicated specialists in music, art and PE.

Our commitment to inclusivity, diversity, equity and anti-racism ensures every child feels valued. We equip pupils with self-discipline, integrity and leadership skills, preparing them for a rapidly changing world. Our community emphasises career development and staff wellbeing, supported by continuous professional development opportunities. Join us to thrive professionally in a supportive environment and make a significant impact on young learners.

# INTRODUCTION TO

# HIBA PRIMARY



At Hiba Academy Hangzhou Primary School, we seamlessly blend Eastern and Western educational excellence to create a pupil-centric, bilingual learning experience. Our curriculum cultivates bilingualism, biliteracy and a passion for lifelong learning. Through rigorous study in Chinese, English, mathematics, sciences and the arts, pupils develop into inspired, intellectual and independent individuals, fully prepared for the transition to Senior School.

The Primary School spans Grade 1 (Year 2) to Grade 5 (Year 6), with five classes per grade level. As a larger primary school, we leverage strong leadership structures, offering ample career development opportunities for staff within a collaborative and dynamic environment.

# INTRODUCTION TO

# SENIOR SCHOOLS



Our Senior Schools offer a rigorous academic programme rooted in the English National Curriculum, preparing pupils for IGCSEs in Years 7–11 (Grades 6–10) and A Levels post-IGCSE, alongside the Extended Project Qualification (EPQ) and university guidance. This pathway has led to an 87% acceptance rate into the world's top 50 universities for our first two graduating classes.

Beyond academics, we cultivate inspired, intellectual and inclusive learners within a community united by shared purpose. Staff enjoy a supportive workplace with world-class facilities and opportunities for transformative professional impact.

# WORKING WITH US

As part of our team, you will benefit from our robust onboarding processes designed to help new colleagues settle in smoothly. But our support extends well beyond your first day. We have a dedicated team ready to assist you at every stage of your journey with us. Our commitment to your wellbeing and professional growth has been recognised by HR Asia, naming us one of the **'Best Places to Work in Asia'** for **five consecutive years**.

Throughout your time with us, we will provide ongoing support from our dedicated HR team as well as from the academic team. A significant part of that support will be how we develop you as a teacher and leader in our school.

## Professional development opportunities (CPD)

We foster a culture of continuous learning and development, where employees are encouraged to seek out new challenges, conduct research, and acquire new skills to enhance their performance. We have invested in a Director of Talent Development who oversees CPD across the campus, focusing on personalised pathways and developing all staff at various levels. CPD can be both internal and external. The school encourages staff to present at Edfest (in Thailand, Shanghai, and the UK), as well as participating in COBIS and FOBISIA events. We also partner with external companies to deliver NPQ courses. Internally, we have a significant focus on coaching, with the aim of training all staff as coaches and instructional coaches. In addition to the above, each member of our community will have access to online courses through TES and The National College.



Individualised professional pathways for all staff



CPD programmes ranging from academics and teaching methodologies to cultural awareness and non-academic areas like finance and public speaking



Three leadership programmes for middle, senior and high-potential leaders



A coaching culture and internal coaching programme



# OUR COMMUNITY

In our community, we place the utmost importance on the wellbeing and professional growth of our staff. Our commitment to supporting each individual's journey is evident throughout the comprehensive support and resources we offer. This reflects the close-knit nature of our community, where we genuinely care about every member's unique circumstance and value diverse perspectives.

To help everyone feel connected and supported, we offer a variety of activities that cater to diverse interests and needs, including sports activities, movie nights, parties and many more. Whether you are a parent with young children, a sports enthusiast, an art lover, or someone who prefers quieter engagements, there are opportunities designed to engage and include you. Our goal is to create an environment where each person feels valued and empowered in their role.

We firmly believe that the success of our school is closely tied to the happiness and health of our staff. As such, we are committed to fostering a thriving community where every member is valued, supported and inspired to contribute to our shared vision. Together, we are building a supportive environment that champions the wellbeing and success of all members.



# JOIN US AND SHAPE YOUR FUTURE



Competitive salary  
and bonus package



Housing or  
housing allowance



Health insurance for  
staff and their family



Shopping points for  
birthdays and holidays



Repatriation/  
relocation allowance



Free tuition for  
children (2 max)



An annual  
return flight



Free lunch



Free access to school  
fitness facilities



# WHAT OUR STAFF SAY



**Helen Mumford**  
**Director of Talent Development**

I am delighted to be working at Wellington College Education (China) - Hangzhou, where all the staff have warmly welcomed me. We are well-connected to all Wellington schools in China, and as a result, opportunities for professional growth are endless. I was really excited to attend my first Edfest in Shanghai last April, where we, as educators, met for a comprehensive programme of cutting-edge CPD. Living in Hangzhou is a peaceful and beautiful experience. The lake and city are easily accessible by taxi or using the convenient metro system. You'll never be bored in Hangzhou, with so much to do and many places to visit!

I have been fortunate to work across several of our Wellington schools, and I've found that the common thread connecting us is a true, genuine commitment to our school values. Our Early Years programme meaningfully integrates the Leuven Scales to take a deep dive into wellbeing and involvement, ensuring that every pupil's needs are met. The environment at Hiba Academy Hangzhou is overwhelmingly focused on providing the best opportunities for our pupils, with a genuine emphasis on holistic approaches to early education. As members of the Nursery team, we receive a balanced mix of support to meet the high expectations and encouragement to explore new, research-based strategies that can further enhance learning. Access to top-class opportunities for personal development, including Forest Schools training, NPQs, projects with Early Years thought leaders and international educational festivals, makes me a proud member of the Nursery team.



**Lucy Trotter**  
**Assistant Head of Early Years**



**Neve Mealy**  
**Assistant Head of Primary**

In 2023, I moved to Wellington College Education (China) - Hangzhou from Shanghai. From the start, the school's community was very supportive, ensuring a smooth transition. Wellington College Education (China) - Hangzhou is a vibrant, warm and inspiring place that fosters growth. The professional development opportunities have helped me thrive.

Hangzhou blends natural beauty with urban convenience, offering hiking trails, landscapes and culinary delights. Whether exploring restaurants, staying active, or enjoying the city's charm, Hangzhou has quickly become home. This move has been rewarding both professionally and personally, and I'm grateful to be part of such a supportive community.

My professional journey in China began at a government-funded international school, after which I joined Wellington College Education (China) - Tianjin, drawn by its prestigious British heritage and unwavering commitment to educational excellence. I then joined Wellington College Education (China) - Hangzhou upon its establishment in 2018. For fourteen rewarding years, I've witnessed firsthand how our dual focus on academic rigour and holistic pupil development cultivates globally-minded graduates of exceptional character. When the chance arose to be a part of Wellington College Education (China) - Hangzhou's founding team, my family and I enthusiastically relocated to champion our world-class educational philosophy in Zhejiang province. The institution has consistently empowered my professional growth through diverse leadership opportunities across multiple educational domains, demonstrating exceptional investment in staff development. I remain passionately committed to advancing our pupils' transformative journeys while contributing to Wellington's ongoing evolution as a beacon of international education excellence.



**David Mackinnon**  
**Deputy Head of Senior Schools**



**Catherine Rakotondradano**  
**Head of MFL/Head of KS3**

Hard times will always reveal the value of an organisation. I came to Hangzhou and joined Wellington College Education (China) - Hangzhou at the most challenging time: during the COVID pandemic. I have been amazed and touched by the daily support the school provides us and by all the little extras that make us feel cared for. During my years here, I have developed a strong sense of belonging and now feel part of a big family. Always questioning daily practice, the school works hard to empower all pupils and guide them to become world citizens who show kindness, responsibility, respect, courage and integrity.



**Jordan Zarac**  
**KS1/KS2 Class Teacher**

This is my third year at my first international school, having moved from the UK, and I've felt welcome since day one. Hiba Academy Hangzhou Primary School's supportive team and well-structured environment made settling in effortless, and over time, I've grown even more appreciative of the collaborative spirit here. My colleagues are not only highly professional but also genuinely invested in sharing ideas and working together to create the best learning experiences for our pupils. Teaching remains the most rewarding part of my role, and I've continued to develop my practice with the help of insightful feedback and fresh approaches from my peers. The school's commitment to professional growth has allowed me to take on leadership opportunities, further enriching my experience. Beyond the classroom, the strong sense of community—through sports, social activities and staff events—makes Hiba Academy Hangzhou Primary School a special place to work. Living in Hangzhou has also been a highlight. The city's scenic beauty, relaxed pace and vibrant culture suit me perfectly. Whether cycling around the lake, hiking in the hills, or exploring new museums, I'm constantly inspired by my surroundings.

I started at Wellington College Education (China) - Hangzhou three years ago and was supported throughout the moving process by HR, who made the transition seamless. From the start, I was welcomed into a diverse and knowledgeable team, where different teaching styles and philosophies come together in a genuinely collaborative environment. The school provides valuable opportunities for professional and personal growth, fostering a vibrant and supportive community. I was drawn to Hangzhou because of its rich cultural history and its stunning scenery. The city offers a fascinating blend of modern and ancient history, making it an inspiring place to live and work.



**Courtney Campher**  
**KS1/KS2 Class Teacher**



# LIVING IN HANGZHOU

Hangzhou is a sought-after destination for international teachers and boasts a growing global community. The city provides a very safe environment and offers excellent value for money.

The city is known for its green spaces and is more affordable than larger cities despite its prosperity. Transportation is excellent, with an international airport and a reliable high-speed rail network that provides easy access to Shanghai. Public transportation options include buses, taxis, and subways, while bicycles are also a popular mode of transportation. The West Lake area is a major tourist attraction, offering a culturally rich and tranquil setting. Hangzhou caters to individuals with active lifestyles, providing excellent air quality, well-maintained green pathways and scenic lakeside cycling routes. The city is a thriving tech hub, home to many industry giants such as Alibaba and Tansfar, as well as many emerging high-technology companies like DeepSeek and Unitree. These businesses drive innovation and promote sustainable living through the use of electric vehicles and e-bikes. Hangzhou is also home to two UNESCO World Heritage sites: the Grand Canal and the famous West Lake. Surrounded by beautiful mountains, rivers and tea plantations, Hangzhou offers a thrilling base for adventure seekers. The city offers a unique blend of modernity, Chinese traditions, green living, safety and convenience, making it an exceptional place to live where the best of both urban and natural worlds come together.

Expats will appreciate numerous familiar restaurants, as well as popular clothing stores and hair salons. Supermarkets like Sam's Club and COSTCO carry international brands to provide a sense of home comfort. Hangzhou boasts a remarkable selection of world-class hotels that cater to everyone's needs for those special occasions. With Shanghai only 45 minutes away by train and low living costs, Hangzhou is an excellent choice for teachers and leaders seeking their next steps.







WELLINGTON  
COLLEGE  
EDUCATION

## Join Us and Start Your Journey Today



✉ jobs.hangzhou@wellingtoncollege.cn

📍 2399 Xue Zhi Road, Xiaoshan District, Hangzhou, 311231



LinkedIn: Hiba Academy  
Hangzhou



LinkedIn: Wellington College  
International Hangzhou



Why Wellington



Living In Hangzhou



Campus Tour

HANGZHOU · 杭州