

# Candidate Information Pack



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## Letter from Founder



Dear Candidate,

Thank you for your interest in a position at Network International School. I am delighted to have this opportunity to give you some details about Network School and to describe the kind of candidate we hope to appoint as teacher.

Network comprises a dedicated team of highly qualified international teachers from the UK and other English speaking countries and skilled Myanmar teachers. Every class has an externally trained international teacher, an experienced Myanmar Associate Teacher and in the Primary School at Network one Teaching Assistant. This allows for a high ratio of teachers to students, ensuring each student receives the support they need.

The vision for this school is to provide an outstanding education for students from across the globe. Our International community is represented by students from over fifty five different countries and our aim is that every student leaves the school as a highly qualified young adult, well prepared for the next stage of their education and with a wealth of experience in the wider world. We aim to achieve this by ensuring everyone associated with the school commits to achieving outstanding progress, enjoys and engages in their learning whilst being prepared to take on challenges without the fear of failure. An extensive range of extracurricular activities such as trips, clubs and a range of sporting opportunities support our academic curriculum.

The school sets the highest expectations for all students and by working together in a triangular partnership of teachers, students and parents we enable our students to lead enriched, happy and fulfilled lives, making a contribution to Network International School, Myanmar and the global community.

The candidate needs to be passionate about all through education and have a desire to make a difference to international children's lives.

We are looking for a passionate, innovative and creative teacher who can inspire students and parents, and has a firm commitment to collegiality. The teacher must have an excellent understanding of the UK curriculum framework and will need to be an inspirational role model, an outstanding teacher, an excellent communicator and share in our commitment to educating the whole child.

We look forward to hearing from you.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'C. Kyaing', with a horizontal line underneath.

Carole Kyaing  
Founder & Director



## Letter from Principal



Welcome to Network International School. I am delighted to have the opportunity to provide you with some information about our wonderful school, the progress we have made and general information to help you decide if you wish to apply for a position.

Network is the oldest British International School in Yangon, Myanmar. We currently have 800 children on roll and will grow to around 900 in the next few years. We have been providing a high quality education since 1996 based on the Early Years Framework, the UK National Curriculum and Cambridge iGCSE's and 'A' Levels. Since 2016 our Year 11 and Year 6 cohorts have achieved progress equivalent to Outstanding Schools progress in the UK

Network is soon to become the first "British School Overseas" in Myanmar, as we will be undertaking a school inspection in March 2024 with PENTA Intl. We have recently passed a safeguarding audit and have had our pre-membership to FOBISIA accepted.

We only appoint fully qualified teachers. We currently employ 63 expatriate teachers, comprising 16 different nationalities. 80% of our staff are UK trained, with 35% holding Masters degrees.

The school is held in very high regard in the Yangon community and even though there is a very competitive international schools market here we retain heavily oversubscribed waiting lists in all Early Years and most Primary year groups.

We are looking for teachers who are passionate about education and are committed to making a difference to young people's lives.

Please visit our website at [www.networkinternationalschool.com](http://www.networkinternationalschool.com) for further information about Network International School or contact me if you have any questions.

We look forward to hearing from you.

Yours sincerely,

A handwritten signature in black ink, which appears to read 'S. Buckland'.

Stephen Buckland  
**Principal**





## Information About Network International School

Outstanding academic achievement is very important for future success, as is the need to develop an affinity with lifelong learning. Students at Network International School make outstanding progress. Our curriculum is delivered through our student centred education with a positive climate for learning permeating every phase of the school.

Today's ever changing world is an exciting place for young people overflowing with fascinating opportunities and challenges. At Network International School we open a door to that world and with our support students from across the globe can create rewarding lives, successful careers and make their mark on society.

The school vision is to provide an outstanding education for students from across the globe. Our International community is represented by students from over fifty different countries. Our aim is that every student leaves the school as a highly qualified young adult, well prepared for the next stage of their education and with a wealth of experience in the wider world. We aim to achieve this by ensuring everyone associated with the school commits to achieving outstanding progress, enjoys and engages in their learning, whilst also being prepared to take on challenges they might meet.

It provides high quality inspirational learning from the Early Years Foundation Stage onwards to develop students' responsibility for their own learning in preparation for university and the world of work. The curriculum blends high quality imaginative learning with small class sizes and a low student teacher ratio, to impact positively on student achievement.





## As teachers at Network, we aspire to...

### Curriculum Ethos

- Foster inquisitive, engaged learners through a '**Big Question**' approach to curriculum design.
- Prioritise, model and develop **metacognitive skills** in our students through a focus on student ownership of their learning.
- Foster a culture in which all assessment and feedback is received by students as **formative** and constructive opportunities for improvement.
- Take **shared responsibility** across all subjects and phases for developing reading, writing and spoken language skills.
- **Personalise** learning through scaffolding, back fading and responsive assessment.
- Adopt a **mastery** approach to extending and enriching student learning.

### Teaching & Learning

- Establish **clear goals** through the use of 'Big Question' exploration, success criteria for individual tasks and explicit links to examination criteria, where relevant.
- Carefully plan clear, explicit instruction which sequences material into **small steps**.
- Teach to the Top and **scaffold** down.
- Provide Explicit Instruction, which includes **models** with narration of the thought processes involved.
- **Guide** Student Practice to reach high success rates.
- Regularly **Check Student Understanding** to ensure mastery is secured.
- Ask **quality questions**.
- Build students' **retrieval practice** skills through Daily, Weekly and Monthly Review.
- Set meaningful homework and independent work, which is either **preparation, practice** or **retrieval**.

### Assessment & Feedback

- Provide students with **regular formative feedback**.
- Monitor progress through **key summative assessments**.
- Warmly **identify strengths** in students' work.
- Provide the provocation '**What's Next?**'. Whilst teacher expertise in feedback is vital, constructing this as questions or challenges supports metacognitive development.
- Dedicate time for students to **reflect on and respond to** teacher feedback regularly.
- Reflect on the findings from these assessments to **review and adapt** our teaching as an ongoing process.



## Supporting Our Students

Support for our students is based on our triangular partnership of students, parents and school. Every member of our teaching staff is committed to supporting students so they can reach their full potential. We want everyone to feel part of the Network family. We employ a team of skilled and specialist staff whose role it is to ensure that all students progress and feel happy and secure in their surroundings.

We want parents to be involved in their child's education and hope they will attend the various events, performances, award ceremonies and sporting activities that take place throughout the year. Network International School hosts dedicated teacher/parent conferences and provides written reports in all phases, which gives parents information about their child's academic and personal progress.





# SCHOOL PHASES

- Early Years
- Primary
- Secondary & Sixth Form





## Early Years

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Welcome to the Early Years Foundation Stage at Network International School.

The Foundation Stage is where our Founder Carole's vision of Network began. This vision is still viewed as an integral part of a child's time at our school. Our aim is for all children to become confident, independent and have a positive sense of self. We follow the British Early Years Framework and place significant importance on creating a play-based, free flow environment.

As an EYFS teacher in our school, you will have the opportunity to inspire a love for learning through child-led play, creating a foundation for lifelong curiosity and exploration. By recognising that play is the most natural and successful way young children will learn, a Network education ensures children are given the right opportunities to foster creativity, imagination, and social development.

Network International School has strived to ensure that we have a large and dedicated team of experienced teachers consisting of both local and international practitioners who have a passion for child development and play. All members of the EYFS team are seen as an essential part of our collaborative setting, contributing to a positive and inclusive school culture. We are looking for enthusiastic individuals who share our ethos for early child education and find working in teams to be an enriching and rewarding experience.

The Foundation Stage at Network is a welcoming space where we encourage all teachers to bring their personal interests and talents to extend the children's experiences. We believe that all teachers should use individual skills and expertise to make a significant impact within our vibrant community. In return we support teachers to discover their own teaching styles while providing opportunities for continued professional growth and further understanding of Early Years childhood development and teaching and learning.

Time spent with Network International School in the golden land of Myanmar offers rich opportunities for bright minds to explore and enhance their professional and cultural goals. The Early Years Foundation Stage is truly a unique and nurturing environment where we all eagerly anticipate welcoming new teachers to join our vibrant and devoted team.



Alice Hand

**Head of Early Years Foundation Stage**



## Primary

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Welcome to the Network International Primary School.

Our aim is to provide an inspirational and outward looking curriculum, recognising the importance of local cultures and wider global perspectives. Our classes carefully balance academic rigour with student agency, developing the whole child and preparing them for the jobs of the future. Learning is linked to the UK National Curriculum, providing a carefully scaffolded progression that places a great deal of importance on literacy, numeracy and critical thinking skills. We believe that it is through the joys of discovery and curiosity that students learn best; engaging in activities that promote problem solving, creativity and inquiry.

Our curriculum is underpinned by a strong belief in developing globally minded citizens, who have a strong sense of social responsibility and an understanding

of their impact on the people and environment around them. Our Teachers actively look for opportunities to build strong relationships with the local community, making real world connections through curriculum links and service projects. There is nothing more empowering and rewarding than providing students with the tools, knowledge and support to be problem finders and change makers in their local communities and beyond.

At Network, our Primary students are challenged to develop an innovator's mindset, inspiring them to tackle new and complex problems, while drawing upon their deep curriculum knowledge. Students are also encouraged to express their creativity through a variety of mediums both in specialist classes like Art and Music and through core subjects like English and Maths. Technology is another driving force throughout the school, with a great deal of importance placed on utilising the philosophies of STEAM to make connections across subjects and with the outside world.

Our primary teachers are caring, passionate and highly experienced individuals, working together in collaborative teams to deliver high quality teaching and learning. Our team spirit and supportive working environment will ensure you are able to quickly immerse yourself in our school community and explore the wider cultures Myanmar has to offer.

A handwritten signature in black ink that reads "Jay Thompson".

Jay Thompson  
Head of Primary





## Secondary & Sixth Form

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Welcome to the Secondary School at Network International School. I am delighted that you are considering joining our team.

At Network International School, we take immense pride in creating an environment where teaching is not just a profession but a shared passion among our teachers. We are on a mission to provide holistic education. We are actively seeking passionate teachers like yourself, who are committed to nurturing the academic and personal growth of our students. This is not only done through classroom learning, but also through the development of relationships and other skills from our extracurricular programme, pastoral tutor system and House structure.

Our school stands out in Yangon as a dynamic community where teachers are not only subject specialists but also dedicated mentors, actively shaping the future of each student in their care. We believe that true education goes beyond textbooks and examinations, encompassing the development of character, critical thinking, and a genuine love for learning, in preparation for university and beyond. The Secondary School plays a pivotal role in creating an environment that instils our CRUCIAL Values, which we consider to be vital in terms of 21<sup>st</sup> Century Skills for a 21<sup>st</sup> Century Workplace:

By joining Network International School, you will become an integral part of a community that aspires to celebrate collaboration, innovation, and the continuous professional development of our International and Myanmar teachers together. We highly value the unique perspectives and talents that each teacher brings, fostering an inclusive and supportive culture that enhances both professional and personal growth.

Here at Network International School, we offer more than just a job; we provide a fulfilling and enriching career that aligns with your passion for teaching and dedication to holistic education. If you are excited about the prospect of contributing to an environment where students are inspired to excel academically, socially, and emotionally, we welcome the opportunity to explore the possibilities together.

Thank you for considering Network International School as your next professional home. We are excited by the possibility of welcoming you into the country of Myanmar and into our passionate and dedicated team.

A stylized, handwritten signature in black ink, appearing to read 'JB'.

Jon Barker

**Head of Secondary**





## Financial Package

### Salary and Benefits

1. Generous, tax paid salary in USD
2. Generous housing allowance, paid into salary monthly
3. Annual flight allowance, paid into salary at the end of each year
4. International medical insurance for you and your dependents
5. Free school places for your children (no limit on the number of children)
6. Visa costs for you and your dependents

The vast majority of staff only keep 12–16% of their salary as local currency in the country a month. The rest is sent internationally to the bank account of their choice.

Most staff save between 65 – 75% of their salary a year. This is double the median saving potential for south east asia.

### Housing

The cost of accommodation is low. Most staff live in a 3 bedroom apartment, which includes:

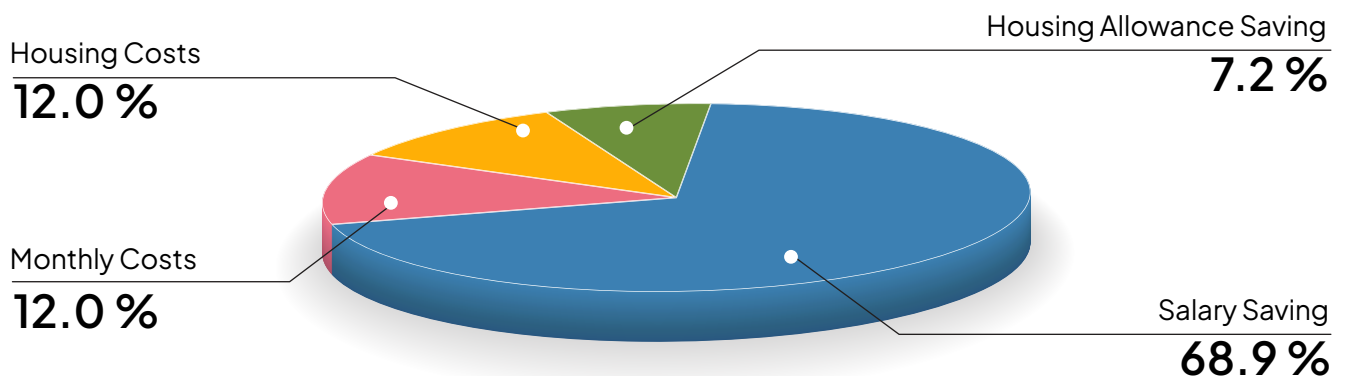
- 24 hour security
- Backup generators
- Shared swimming pool
- Shared gym
- Shop on site

Housing is paid as part of salary. Most teachers at Network are saving an additional 35% per month from their housing allowance.

### Flights

The flight allowance is paid annually into your salary at the end of the year. This is not based on submitting receipts. You can therefore allocate the funds in any way you see fit.

### Cost of Living and Saving



# School Facts and Figures

*Type of School :*

*British International School (Co-educational, not for profit)*

*Age Range : 2-18*

*Location : Yangon, Myanmar*

*EYFS and Primary : Bahan, Yangon*

*Secondary : 7Mile*

*Denomination : Secular*

*No. on Role : 790*

*Max class size : 22 (+-2)*





## Vision Statement

We aim to foster academic curiosity in our students, enabling them to achieve highly and become independent, engaged and responsible members of society.

## Ethos Statement

We foster an inclusive and nurturing environment where every student feels supported and valued. We are a family-oriented community that promotes positive relationships and a collegiate spirit among students, staff, and parents alike. We are committed to providing a holistic education that empowers our students to reach their full potential, both academically and personally. Together, we strive to create a learning environment that inspires curiosity, fosters respect, and celebrates diversity. We are deeply committed to our shared goals and dedicated to providing a safe and secure space for all.





## Crucial Values

Carole's founding values continue to underpin what we offer. When our students fly from the Network tree, they "can create rewarding lives, successful careers and make their mark on society".

Over the course of their education, we want our students to develop the Crucial Skills that will help them to do this.

Network students are:



By becoming each of these as they learn with us, our students become best prepared to thrive at university and to enter the 21<sup>st</sup> Century workplace.

## Helpful Information about Myanmar



Potential candidates are encouraged to research Myanmar in addition to the information given below:

### Culture and Customs

Myanmar is a culturally rich country with deep-rooted traditions and beliefs. It is important to familiarise yourself with these customs and practices to avoid any unintended offence or misunderstanding. Be respectful of local customs and dress modestly when visiting religious sites.

Myanmar is a very religious country, with around 90% of the population being Buddhist. Christianity, Islam and Hinduism are all practised in many parts of the country as well, but it is Buddhism that is most apparent in everyday life in Myanmar.

Mind your body language. The Burmese, like their religious compatriots around Southeast Asia, have strong feelings about the head and feet. The head is considered holy, while the feet are considered impure. Therefore, keep your hands off people's heads; touching other people's heads is considered the height of disrespect, something to avoid doing even to children. Watch what you do with your feet, too: you shouldn't point to or touch objects with them, and you should tuck them under yourself when sitting on the ground or floor. Don't sit with your feet pointing away from your body - or worse - pointing at a person or a pagoda.

Shoes of any sort should always be taken off before entering someone's home or building.

Don't show affection in public. Myanmar is still a conservative country, and the locals may be offended by public displays of affection. So when travelling with a loved one, no hugs and kisses in public, please!

Don't disrespect the Buddha. Images of the Buddha may be used in a lighthearted way in the rest of the world, but Myanmar marches to the beat of a different drum. Articles 295 and 295(a) of the Myanmar Penal Code prescribes up to four years' imprisonment for "insulting religion" and "hurting religious feelings," and the authorities will not hesitate to use them against foreigners they believe are using the image of the Buddha in a disrespectful fashion.

You will see locals spitting red onto the road. This is the product of chewing betel nut and you will see it regularly.

## Weather and attire

There are three seasons in Myanmar: the hot season, the rainy season and the cold season.

Each season lasts about four months. The hot season begins in February and ends in May, with the highest temperatures ranging from 32°C to 36°C.

The rainy season is from June to September (with an average highest temperature of around 30°C) and the cold season starts in October and ends in January (with average highest temperatures between 32°C and 33°C).

We recommend clothing that uses materials such as cotton, linen, bamboo and silk, especially for the hot season. Tailors in Yangon can make affordable clothing specifically for you, especially with cotton and linen.

### Money and banks

The school will help to set you up with a bank account with KBZ. You will be given a debit card and access to KBZ Pay, an app like Apple Pay.

You can easily top up your KBZ Pay account from your bank account through the app, and can often pay for items in shops that do not take credit or debit cards. It can also be used for flights, buses and most accommodation.

The currency used in Myanmar is MMK (Myanmar Kyat). The exchange rate fluctuates against the USD so it is advisable to keep track with apps such as XE. Myanmar money consists of notes only. The denominations are 50, 100, 200, 500, 1,000, 5,000 and 10,000 notes.

When people talk about lakhs, one lakh is 100,000 kyat.





## Accommodation

The school will help you find accommodation such as an apartment or house that suits your needs. However, you are also able to arrange your own accommodation if you wish. There are plenty of options around the city. Rent is typically requested from the majority of landlords for 6–12 months with some payment required upfront. The school will help with this.

The majority of rental agreements will not include provision for your utilities: wifi, maintenance, security, water and electricity. You will need to manage and pay for these separately. These bills will be sent to your apartment or house directly.

Accommodation is likely to be furnished, but with little else, in terms of crockery, cutlery, bedding, etc. These can be obtained upon your arrival. You will be given a pack from the school with pillows and sheets, upon your arrival. There is a list of extra items that will be shared with you, where you can choose for the school to purchase certain items ahead of time on your behalf.

Almost 75% of Myanmar's electricity comes from hydroelectricity. This means that during dry spells, there can often be electricity blackouts. Lots of condos and shops/malls have generators to ensure that the electricity supply is constant. However, be aware that there is a higher price for the electricity when it comes from the generator.



## Obtaining a visa

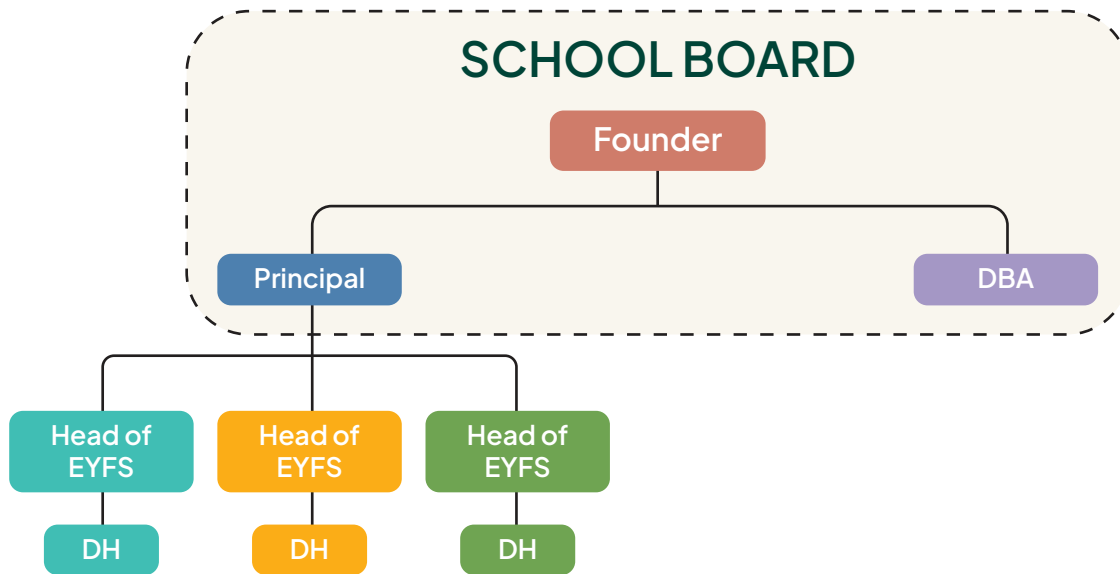
In order to enter Myanmar and to work at Network International School, you will require a Business visa. The school will ask for the documentation that is required to apply for your visa before you arrive.

## Transport

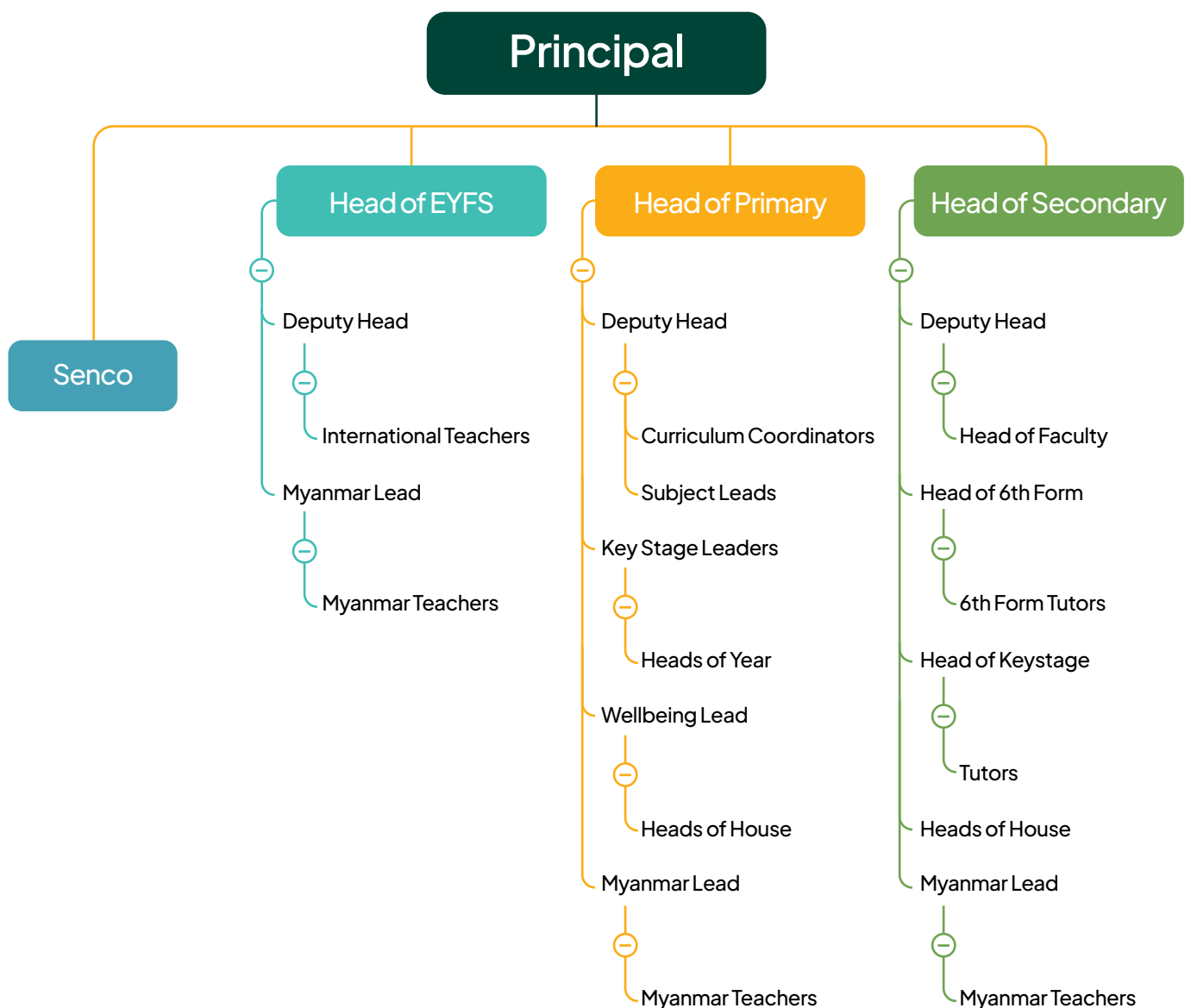
There are apparently over 60,000 taxis operating in Yangon which is why you'll see them absolutely everywhere when you arrive with most journeys in town around 1500 – 3000 MMK. You will never have problems hailing one. Many drivers speak at least some English and they're mostly honest and courteous, although some will ask foreigners for higher fares.

All licensed taxis have a visible taxi sign on the roof and have a red licence plate. None run on a meter.

## School Senior Leadership Structure



## School Senior Leadership Structure





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## EYFS & PRIMARY

23 Inya Myaing Road  
Bahan Township, Yangon  
Phone: 09400200607 / 09400200608  
Email: [admin@networkintlschool.com](mailto:admin@networkintlschool.com)

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## SECONDARY

32 Highland Avenue, Pyay Road  
Mayangone Township, Yangon  
Phone: 09 4545 45411  
Email: [secondary@networkintlschool.com](mailto:secondary@networkintlschool.com)

