



广州斐特思公学  
Fettes College  
Guangzhou

# Teaching Staff Appointments for September 2021

Candidate Information Pack  
and Application Process

# Overview

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Fettes College is one of the UK's foremost independent co-educational boarding and day schools. Situated in Edinburgh, a city rich in history, learning and culture, Fettes College is a centre of educational excellence, a reputation it has held for one hundred and fifty years.



Fettes College Guangzhou (FCG), which opened its doors in September 2020, is the first overseas campus of Fettes College. The partnership of Fettes College and Bright Scholar Group bring depth of educational experience from both the UK and China. The new school is closely linked to Fettes College and shares its ethos and vision: to provide the highest quality holistic, and broad-based education that stretches and challenges its pupils, equipping them with the qualifications, skills and personal qualities that enable them to flourish and succeed at school and beyond.





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Fettes College Guangzhou is located on a spacious, world-class campus in Zengcheng, bordered by forests and hills, and yet is within one hour's drive of Guangzhou city centre and Baiyun International Airport. The campus has been designed with flair and imagination to capture the unique character and features of Fettes' Edinburgh campus.



# Our Heritage

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Fettes College is named after Sir William Fettes, twice Lord Provost of Edinburgh, a citizen amongst the most highly respected of his generation. Having lost his only son and heir in 1815, Sir William devoted his wealth to ‘the maintenance, education and outfit of young people’. His passionate concern for the care, welfare and education of young people has been at the heart of the Fettes College ethos throughout its history, and it remains our guiding principle today and in the future.

The size of the original bequest ensured that celebrated nineteenth-century architect, David Bryce, create a magnificent design for Fettes College – and experts agree it to be one Scotland’s outstanding buildings.

Fettes College first opened in 1870 educating fifty-three boys. Under the formidable founding Headmaster, Dr Potts, the School quickly gained a reputation for academic and sporting excellence that has grown richer over time.

Over the course of the past century and a half, a remarkable number of graduates from the College (Old Fettesians) have drawn on the breadth and depth of the education they received to achieve success and distinction in the world in a wide variety of careers including: politics, law, commerce, industry, the Arts and Sciences, and in the service of their country.

It is against the background of this history and tradition that Fettes College Guangzhou opens with the intention of being the premium boarding school in China.





# Ethos

The ethos and guiding principles of Fettes College Guangzhou mirror those of its Scottish parent. Fettes College takes great pride in being a community that believes in mutual support and co-operation and in creating a happy, purposeful environment that encourages boys and girls to flourish and develop fully the skills and interests that they possess.

At Fettes College Guangzhou we strive to replicate this ethos by nurturing the individual while fostering a happy well-ordered and caring community with strong family values at its core. To this end, like Fettes College, we do our utmost to ensure our students:

- Receive the highest possible quality of education within a boarding environment
- Feel safe, valued, have a sense of personal worth, are thoughtful and considerate of the needs of others, possessing a willingness to take on responsibility
- Develop their self-confidence, integrity, emotional resilience, loyalty, good manners and humour, leadership skills and team-work
- Value a sense of community and service, and develop a clear sense of right and wrong, equipping them for life beyond Fettes
- Are provided with equal opportunities regardless of gender, sexuality, ethnic origin or religion
- Are encouraged to stretch and challenge themselves in everything they undertake

Our mission at FCG is to develop broadly educated, confident and thoughtful individuals who are prepared for life beyond school and all the opportunities and challenges it brings.

## VALUES 价值观

FAMILY	家庭
ACADEMIC	学术
NURTURE	熏陶
COLLABORATION	合作
PERSONALITY	个性
INSPIRATION	灵感

## VISION 愿景

Rooted in China Globally Minded  
植根中国 放眼全球



# Why Teach at Fettes College Guangzhou

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Fettes College Guangzhou is a co-educational boarding school, which provides teachers with an exciting career opportunity as well as an outstanding quality of school life. The close relationship with Fettes ensures the distinctive Fettes ethos continues in Guangzhou. As far as possible, we look to replicate the features that make the UK school distinctive. We know that the proposition of delivering a truly holistic education, alongside high quality and dedicated colleagues, whilst working on a world-class campus in beautiful southern China is highly attractive to many.





# Excellent Career Development

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Being a founding member of a school is a truly special privilege. You will be part of building a culture and institution that will live and breathe long after you move on. As with all startup schools there will be multiple opportunities for career development, whether those are of an academic, co-curricular or pastoral nature, or the multiple responsibilities which arise in the education of young people, in a growing school. The close-knit nature of boarding school life means that staff enjoy excellent pupil-teacher relationships. We expect there to be opportunities for suitable appointments to progress quickly and take on whole-school responsibilities within a short time.



# Quality of Life

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We are committed to providing a comfortable quality of life for our teachers. Situated in Zengcheng, a municipal district of Guangzhou, the school offers its world-class campus as a home to our overseas staff. Nestled in a natural valley and surrounded by forest, the school campus offers a serene backdrop away from the wonderful hustle and bustle of life in China. The site is less than an hour away from downtown Guangzhou and many amenities and western comforts are available in Phoenix City, which is less than ten minutes away.

The on-site staff accommodation is of the highest standard with well-appointed apartments boasting all the necessary modern conveniences. Full details of the accommodation will be provided to successful candidates.





# Life in Guangzhou

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Guangzhou has developed very similarly to Hong Kong and has a real feel of East-meets-West. Twice a year, Guangzhou, which has become the hub for trade in Southern China, hosts the world's largest trade fair, the Canton Fair. The city reflects this wealth and prosperity with many top-class shopping malls, parks, restaurants and bars to be enjoyed. The city is well planned, orderly and vibrant. We believe you will enjoy living in this city.

Guangzhou, formerly Canton, is one of the largest cities in China, located in the southern part of the country just over the border from Hong Kong and Macau, which are both less than two hours away from the school. Guangzhou is considered to be one of China's first-tier cities. Beyond its long history and distinct Cantonese culture, Guangzhou is an international business hub thanks to its location along the Pearl River delta. In addition to the business opportunities here for expats, there are plenty of things to do in Guangzhou, hence living in this city will be both enjoyable and culturally enriching.

An ancient but dynamic city, Guangzhou impresses visitors with both its vivid modern ambiance and unique traditional Lingnan indigenous culture. Reflecting the unique charm of a multi-cultural metropolis, the city's cultural influences can be seen in all aspects of its social life, including: cuisine, lifestyle, architecture, commerce, language, music, art, customs and entertainment.



# The Ideal Candidates

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Fettes College Guangzhou actively seeks enthusiastic and experienced teachers who wish to play a founding role in the development of this unique school.

The ideal candidate will have:

- A passion for teaching and excellent subject knowledge
- An internationally-recognised teaching qualification
- Familiarity with Early Years/PYP/MYP/DP/A-level/British Curriculum
- A commitment to engage fully in the life of a boarding school
- A commitment to support an outstanding holistic education
- A commitment to innovation and self-reflection
- Experience of working in a boarding school and of working internationally is advantageous





# Remuneration

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We will provide a competitive package in comparison with other leading international schools in China, including:

- Good quality medical insurance and yearly medical check
- High standards staff accommodation on site or housing allowance off site
- First arrival flight
- Annual travel allowance
- 80% off tuition fee for up to two children, 60% off for the third or more
- Moving allowance and visa cost

Applications must consist of the following completed documents:

- Completed teacher application form (available on TES Online)
- Letter of application (maximum one and a half sides of Garamond point 12) addressed to Mr Marco Longmore, Head of College, Fettes College Guangzhou. Please state clearly in your letter your teaching experience, together with details of your co-curricular strengths and contributions. This should be attached to your electronic application
- CV (maximum four sides) naming two referees, one of whom must be your current or most recent employer. This should be attached to your electronic application

## Please note:

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Incomplete applications will not be considered, and that Fettes College Guangzhou reserves the right to make an appointment at any stage of the recruitment process.

You can also contact us through [vacancies@fettes.cn](mailto:vacancies@fettes.cn) if you have any question of our recruitment.

# Interviews

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Candidates selected for interview will be invited to attend meeting with the Head and other senior leaders of the School to discuss their interests and experience for the roles offered at the school.

Depending on location, interviews will be conducted in the following locations:

- Guangzhou, China
- Hong Kong, China
- Edinburgh, United Kingdom

# Safer Recruitment

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Fettes College Guangzhou is committed to Safeguarding and promoting the welfare of all the students in our care and expects all applicants to share this commitment. We follow safe recruitment practice, and all appointments are subject to an interview, satisfactory references as well as identity and criminal record checks.

The successful candidate will be required to:

Attend regular in-house Child Protection and Safeguarding programmes and training and sign a Code of Conduct

- Play a leading role in promoting and safeguarding the welfare of all students in the school
- Report to the Child Protection Coordinator or one of his deputies any concerns they have for the welfare of a student
- Report to the Child Protection Coordinator or one of his deputies any unsafe practices witnessed within the school
- Keep professional relationships with students where personal boundaries are respected and maintained

Requirements:

- International Child Protection Certificate (ICPC) prior to the start of contract
- Formal proof of identity with photo ID (Original Driving License / Passport)
- At least 2 confidential references (one of which will be from the candidate's current headteacher or employer) before the start of contract
- Verification of original qualifications

***We look forward to receiving your application.***