

Future Pathways Counselor:

College and Career Counseling

UWC Thailand International School
Phuket, Thailand

UWC THAILAND

UWC THAILAND APPLICANT PACK

The Global UWC Movement



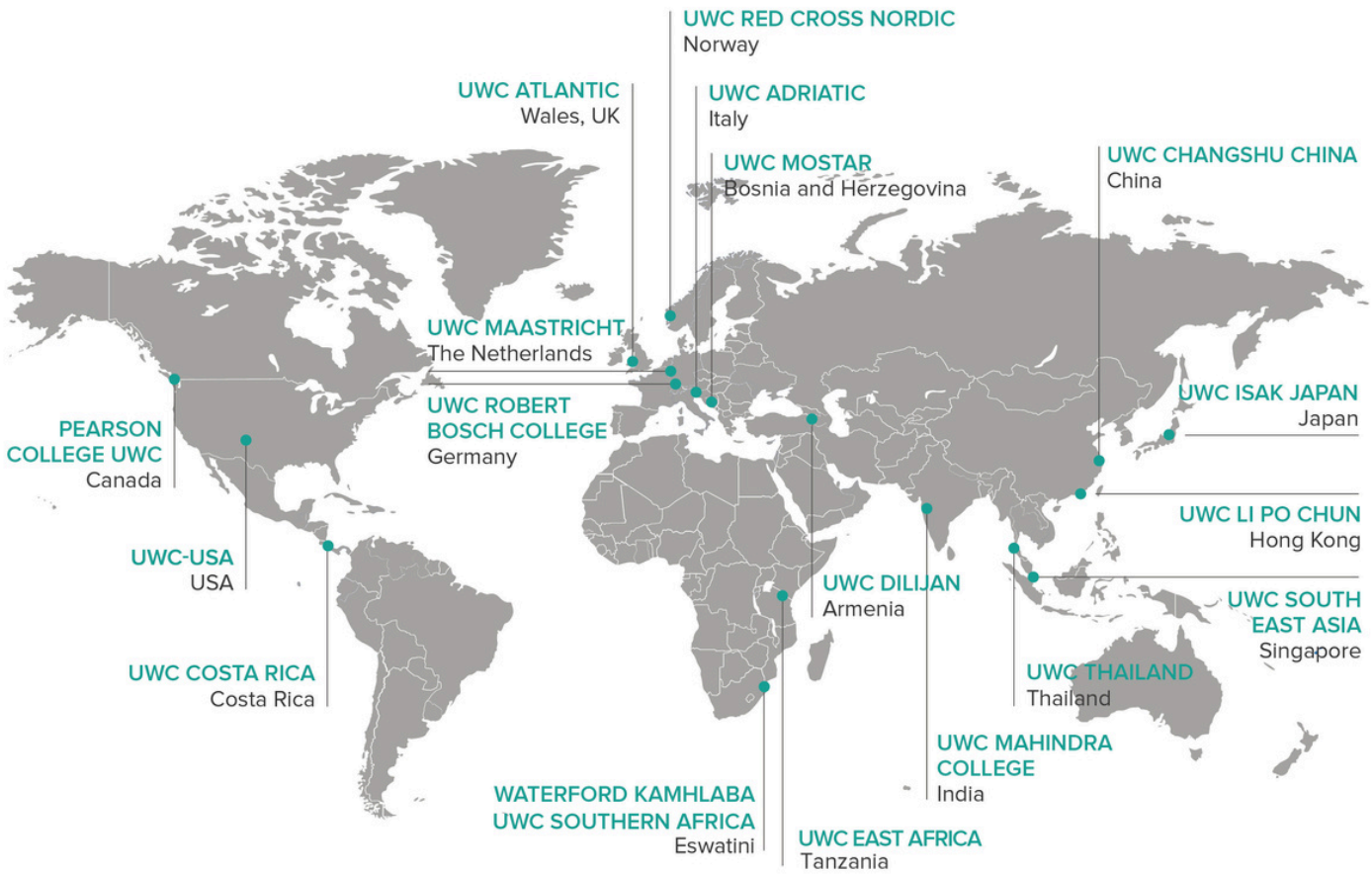




The UWC Mission

UWC makes **education** a force to unite **people, nations** and **cultures** for **peace** and a **sustainable future.**

UWC comprises schools and colleges in 18 countries and regions, as well as national committees and selection contacts in more than 150 countries. The UWC movement also consists of more than 91,000 alumni and other members in virtually every country in the world. UWC is governed by the UWC International Board and UWC International Council.



18
schools & colleges

4
continents

150+
countries

91k+
students & alum globally

UWC

Learn about the UWC movement

About UWC Thailand





UWC Thailand is a non-profit international school on the beautiful island of Phuket. We offer a holistic, transformative, and rigorous International Baccalaureate (IB) continuum education from Pre-Kindergarten to grade 12, including both day and boarding programming.

UWC Thailand students benefit from our programming, grounded in mindfulness, outdoor experiential education, sports and community engagement. These opportunities for continuous growth in a safe and nurturing environment allow students to develop the skills and dispositions that will transcend time and prepare them for the resilience needed in an ever-changing world.

As a member of the UWC movement, students attain an unparalleled global network of connections with more than 91,000 alumni. They enjoy impactful learning experiences, enriched by our deliberate cultural diversity community, and driven by the common goal of our students to 'be a force' for 'a more peaceful and sustainable future' now and for generations to come.

UWC Thailand Motto

Good Heart, Balanced Mind, Healthy Body

Our Pillars

- **Student-Centred Academics:** UWC Thailand fosters inquiring, knowledgeable, and caring students who thrive through active learning.
- **Sports & Activities:** Our co-curricular programme enriches student life and strengthens community connections.
- **Community Engagement:** Throughout the school, students engage in activities like working with local Elephant and Gibbon sanctuaries and many other local projects, cultivating a culture of giving back.
- **Social & Emotional Learning:** UWC Thailand prioritises the inner well-being of students, often overlooked in traditional education.
- **Outdoor Experiential Education:** Students at UWC Thailand develop initiative and a sense of agency, learning to positively impact their lives and others.

Primary Years Programme · Middle Years Programme · Diploma Programme · IB Continuum · CIS We are an Accredited School

Read more about our Curriculum

About
UWC Thailand





Joining our Community

565
age 2 to grade 12 students

69
national identities

176
staff members

UWC Thailand is a co-educational, IB Continuum Programme for students in Nursery through to grade 12. Founded as Phuket International Academy in 2008, UWC Thailand has grown to serve a mix of over 560 day and boarding students. Our first grade 12 cohort graduated in May 2016, and we anticipate enrolment will continue to grow over the next few years.

A 'mission-driven school', UWC Thailand is focused on providing a holistic education through its education programme that consists of five pillars: **Student-Centred Academics; Community Engagement; Social & Emotional Learning; Sports & Activities; Outdoor Experiential Education.**

UWC Thailand offers the continuum of three International Baccalaureate programmes: Primary Years Programme (PYP); Middle Years Programme (MYP); and Diploma Programme (DP). The school has developed a justifiable reputation as a leader in the field of Social & Emotional Learning and Mindfulness, an area in which we have considerable expertise. The School is a dynamic and high-energy environment, and we seek individuals who will thrive in a fast-paced, high-standards culture that keeps students and the mission at the core of what we do.

UWC Thailand became the 16th United World College in August 2016. While maintaining what was unique about the School, there came an increased emphasis on experiential learning, service learning and outdoor education. The School is committed to deliberate diversity in all facets, and students come from more than 69 different nationalities. Amongst this diverse group are our National Committee (NC) selected students who have been specially chosen because of their alignment with the UWC mission and values through a rigorous process in more than 155 countries. Our NC students currently come from more than 50 different countries and make a significant impact on the community from the time they arrive in grade 11.

Learn about our history

Mission-Aligned Commitment





World-Class Educators

As UWC Thailand grows, we are looking for incredible human beings who also happen to be world-class educators. Commitment to using ***education as a force for peace and sustainability*** and having the stamina, resilience, and energy needed to commit to UWC Thailand's educational model is required.

While IB experience is preferred, it is not necessary, as we are looking for the right people (good humans doing great things with learners) to join our team regardless of their curriculum experience. As a community-based school, all UWC Thailand staff are expected to play an active and continuous role in the life of our community, especially in our boarding house. The successful candidate will embrace being an integral part of student life. All UWC Thailand staff and teachers are involved in our day and boarding programming and embrace the opportunities that come with having approximately 130 students living on campus.

UWC Thailand is a CIS-accredited, IB Continuum authorised, co-educational school for students from age 2 to Grade 12, currently serving more than 565 day and boarding students from more than 69 nationalities.

A mission-driven school, UWC Thailand provides a holistic education through our education model. Our school is a dynamic, hard-working environment, and we seek people who will thrive in a student- and mission-centred culture while endeavouring to remain balanced themselves.



More about our Programming

Why join UWC Thailand?

- UWC Thailand is a highly regarded institution within the global UWC movement, known for its commitment to peace, sustainability, and academic excellence.
- A mission-driven culture that nurtures diversity, fostering students who are globally-minded, compassionate, and equipped to be changemakers.
- A close-knit, inclusive community built on mutual respect, collaboration, and a shared dedication to the UWC mission.
- Innovative educational practices that blend rigorous academics with mindfulness and wellness, ensuring students thrive in all aspects of life.
- A purpose-built campus in Phuket, offering facilities that support holistic learning experiences.
- A dynamic and forward-thinking Leadership Team that values input from all members and aligns with the school's strategic goals.
- A strong, engaged parent community that actively supports the school’s vision.
- Students who are passionate, curious, and motivated to make a positive impact on the world.









Job Description & Details

Job Title

Future Pathways Counselor: College and Career Counseling

Reports To

Secondary Principal

Main Working Relationships

Secondary Principal and Secondary Leadership Team, IB DP & IB MYP Coordinators, Specialist Coordinators such as the Head of Learning Support, Social and Emotional Counselors, Secondary School teachers and, most importantly, our students and their families.

Responsibilities

We are seeking an experienced college and career counselor as our Future Pathways Counselor.

The UWC Thailand context requires creative problem solving and flexibility in order to support a caseload of students with varied backgrounds, academic performance, and financial means.

With both day and boarding students, UWCT requires a counselor who has extensive knowledge of universities around the world; knowledge of the UWC Movement and the Davis Scholars Program is beneficial, but not required.

Documented success working with and advocating for high-achieving-high-income, low-achieving-high-income, high-achieving-low-income, and low-achieving-low-income students is a major advantage.

The Future Pathways Counselor will manage and implement the program working individually with students and families.

As well as the requirements outlined in the contract, and acknowledging that the role of educators can never be fully articulated by any list, the key responsibilities in each area include:

General

- Commit to and positively promote the school's Mission and Educational Model in an age 2 to grade 12, day and boarding context.
- Model and encourage a culture aligned with UWC Values and the IB Learner Profile.
- View yourself as a change agent, capable of helping all students make progress in a way that communicates that there is more in them than they think.
- Develop an environment in which students are challenged and supported so as to maintain their enthusiasm for learning.
- Constantly improve your own knowledge and skills as an educator through professional dialogue, collaboration and professional development.
- Build relationships with all stakeholders that promotes the success of students and the programme.
- Working as a member of a holistic team of support around students
- Ability to create a safe and inclusive environment for students, families and staff
- An understanding of the developmental, emotional, social and educational issues of young people
- An awareness of the range of needs of people from diverse ethnic, cultural and socio-economic backgrounds
- Understanding nuance of student needs and offering differentiated strategies to meet those needs

Job Description & Details







Future Pathways Program

- Develop and deliver a comprehensive university guidance programme for students in the IB Diploma Programme years, to include: large and small group presentations and workshops, differentiated for post-secondary destinations and plans
- Ensure programming is culturally responsive and relevant to the context of each student
- Meet individually with students to support each of their post-secondary goals
- Collaborate with the IB Diploma and Middle Years Coordinator to inform course selection for students from the MYP in grade 10 to new students before arriving to the school in grade 11
- Hold responsibility for the positive transition of all students throughout their transition into and out of the IB Diploma years
- Educate students and families about the financial aid needs and processes around the world
- Advocate for students (including competitive athletes) for finding the best financial fit
- Schedule and host university representative visits to campus and virtual webinars
- Provide primary point of contact for the Davis Scholar Program
- Coordinate with UWC International Office and other University Advisers throughout the UWC Movement
- Represent UWC Thailand at international admissions conferences, including co-presenting with other UWC schools and colleges
- Use the Cialfo platform to inform students, parents and university staff throughout the university application process
- Communicate regularly with families throughout the post-secondary planning process, both individually and through group presentations
- Collaborate to provide positive transitions-care programming for graduate leaver students
- Work independently in a flexible timetable to be able to meet the needs of both boarding and day students
- Lead the comprehensive counselling team in the area of university advising and post-secondary planning
- Cooperate with school counsellors in the Secondary division to support the emotional needs of students throughout their post-secondary planning process

Wellbeing Programming: Social & Emotional Learning, Mindfulness and Pastoral Care

Be Mindful: Commit to the growth of our mindful community by developing a personal mindfulness practice with the support of the Mindfulness Coordinator and colleagues.

Teach Mindfully: Develop classroom practices related to the experience of creating positive student relationships by modelling mindful ways of being.

Teach Mindfulness: Participate in ongoing training to explore and integrate the teaching of mindfulness to and with students with curiosity and kindness.

In addition, all staff are asked to:

- Take responsibility for the shared welfare of students under our care from admission to graduation.
- Develop harmonious relationships with families to ensure that students are supported in achieving their aspirations, but at the same time work towards developing autonomous individuals who will become responsible citizens.
- Work to build a sense of community within the school characterised by trust, integrity, self-discipline, care and consideration for others, where students feel valued and supported.

Job Description & Details







Community Engagement

- Commit to and participate in Community Engagement to ensure opportunities are provided and modelled for students.
- Promote Community Engagement as a key component of the UWC Thailand educational programme to encourage students and parents to become involved.

Sports & Activities

- Positively participate in the running of a well-rounded sports & activities programme, making a termly contribution averaging twice per week.
- Support students to develop a range of interests, skills and talents through involvement in the sports & activities programme.

Outdoor Education

- Participate in the ongoing development and implementation of outdoor and experiential learning across the curriculum, including taking part in expeditions.
- Provide opportunities for students to learn concepts outside of the normal classroom environment, in real-world situations.



Required Qualifications and Experience

- M.Ed. or higher degree
- 3-5 years experience, as a minimum, as college/university counsellor in international settings with diverse student populations
- Certificate or further education in college counselling
- Practical experience working with students in an international educational setting
- Previous experience with the International Baccalaureate Diploma Program (IBDP) preferred

Personal Attributes and Characteristics

- Commitment to, and alignment with, the school's Mission, Motto and Educational Model.
- Outstanding interpersonal skills: a good listener who thrives in a collaborative environment.
- Honesty, integrity and compassion, all with a good sense of humour.
- Fluency in English with strong oral and written communication skills.
- Proven problem-solving skills.
- Have the stamina, resilience and energy needed in order to contribute to all aspects of the UWC Thailand experience, going beyond the Monday to Friday 40-hour work week.
- Enthusiastic, approachable and open-minded.
- Ability to establish effective relationships based on mutual respect with staff, students and parents.
- A commitment to model and encourage international mindedness and intercultural understanding.

Job Description & Details





Terms of Employment

The initial contract is a two-year term. Salary is determined by the Head of School as per the salary scale and will be commensurate with the employee's experience and training. Salary, benefits and other aspects of the contract are internationally competitive and covered in the contract.

Child Safeguarding Commitment

Safeguarding the welfare of children and young people is a priority and we expect all staff to share that commitment. Applicants for any position at UWC Thailand undergo child protection screening, including checks with past employers, law enforcement authorities and other governmental agencies as required.

Anti-Discrimination Statement

Committed to deliberate diversity, UWC Thailand guarantees that all employment candidates will have their application considered in a manner that is respectful of individual values and beliefs, free from discrimination based on race, ethnicity, colour, nationality, religion, gender, age, familial status and/or disability as we hire on the merits of skill, qualifications, experience and fit for the programme. We are committed to a safe, healthy and rewarding work environment and will not tolerate discriminatory harassment or personal harassment in any form.

How to Apply

All applications for teaching positions must go through **Schrole**. Applications are accepted on a rolling basis, and UWC Thailand reserves the right to deviate from published deadlines or processes if a great candidate is found at any time.

Application Process Timeline

Opening Date for Applications	November 2026
Closing Date for Applications	Ongoing depending on candidates.
Screening Round	
Long-list Selection	
First Round Interviews	First Round Interview with the Secondary Principal.
Short-list selection	
Reference Check Report	
Second Round Interviews	With MYP & DP Coordinators
Final Interview & Notification	Head of School

Application Requirements

Each applicant is required to submit an application that includes:

1. Covering letter that responds to the candidate application pack and job description, and includes reference to UWC Thailand's unique ethos.
2. A complete and detailed Curriculum Vitae/Resume.
3. Confidential references from at least 3 referees via the Schrole recruiting platform, including at least one recent direct supervisor.

Core Competencies Required

(in no particular order)

Leadership
Organisation
Communication
Interpersonal
Resilience
Empathy
Problem-solving
Cultural-awareness
Integrity
Adaptability



Information for Applicants

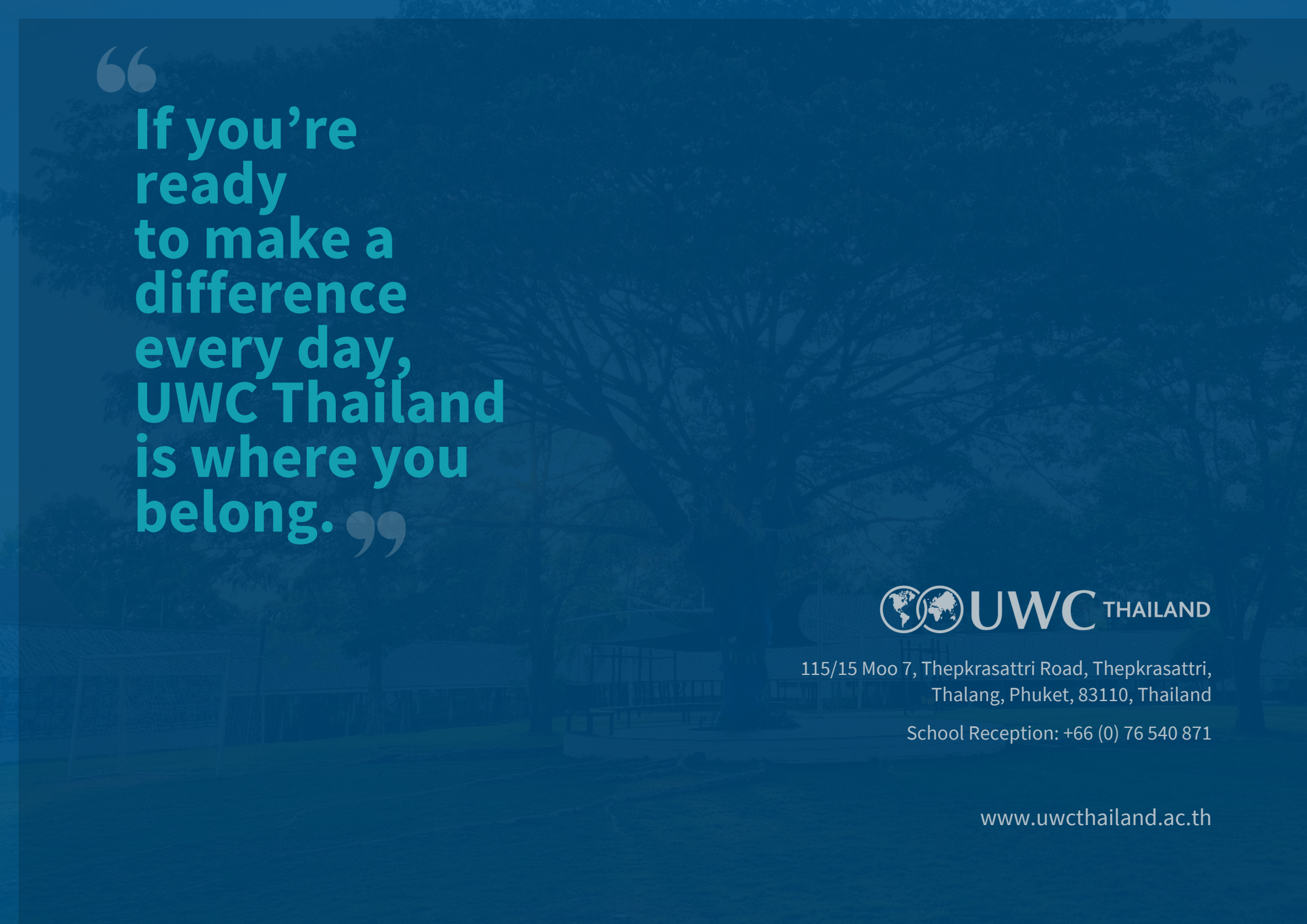






Employment Information, Compensation & Benefits

Contract Days	190 (180 student contact days). A 'full teaching load' is 26 out of 35 periods a week in the Secondary School.
Annual Leave	According to school holidays
Salary	Minimum 1,500,000 THB per year base salary, dependent on experience.
Taxes	15-20%
Savings Potential	THB 300,000 - THB 500,000 per year depending on lifestyle and family composition.
Accommodation	THB 32,000 - THB 42,500 per month added to salary; amount depends on the family composition (Single, with Children, Teaching Couple, etc.)
Flights/Transport	Nearest international airport at the beginning and end of the contract.
Moving Allowance	THB 40,000 at the beginning and end of the contract.
Dependent Opportunities	Opportunities for a non-teaching spouse/partner to work locally can be a challenge.
Medical	Health insurance provided
Other	**Meals:** Free lunch is provided to all staff on working days.



UWC THAILAND

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