



Applicant Information Pack

CLASS TEACHER

Full Time

"A school like no other in Cambodia."



Holistic Education



Passionate Teachers



Inspiring Environment



“Intus si recte ne labora”

- if the heart is right, all will be well.

School Motto



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Toby Waterson
Founding Principal



Shrewsbury
International School

PHNOM PENH

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 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 are about to open our new state-of-the-art Primary School, which will feature well-equipped classrooms and labs, a drama room, music studios, a full-spec auditorium, and a swimming pool.

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 sincerely,
Toby Waterson



Alina Manda
Head of Primary



Shrewsbury
International School

PHNOM PENH

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 pupils 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 pupils 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 "A School like no other in Cambodia". Set in the rapidly expanding district of Chroy Changvar, Phnom Penh, boasting an exclusive riverside location along the majestic Mekong River, SISPP offers a British primary school-style education based on the National Curriculum of England for pupils aged 3 to 11.







Our school is the newest member of the Shrewsbury family of schools (Bangkok and Hong Kong) to open for business, and our business is the 'serious fun' of learning. We are deeply connected to one of the most prestigious schools in the United Kingdom, Shrewsbury, with almost 500 years of nurturing numerous distinguished alumni, including the famous naturalist Charles Darwin.

The Early Years setting in Phnom Penh opened in the iconic Flatiron building in August 2022. Our new, purpose-built primary school campus is being constructed in a second location and will open in September 2024, and the same with the secondary school in subsequent years.

Our core mission is to educate and empower pupils to flourish in life and contribute positively to the world around them. We believe education's true purpose is to cultivate inner virtues, life skills and character strengths that equip our young people with the confidence and direction to pursue meaningful and successful lives.

We encourage early application if you feel excited about joining our growing team in this young, dynamic school. Teachers with experience in UK schools are strongly encouraged 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 between the Teacher, the Principal, and the Board of Governors.

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



JOB DESCRIPTION

Main purpose of the role

We are seeking a highly qualified, motivating, and experienced Primary Class Teacher to join our founding teaching team in August 2024. This team is dedicated to providing high-quality teaching and learning experiences for our students.

The ideal candidate, as a Primary Class Teacher, plays a crucial role in shaping the future of our students. They should prioritise the education of their pupils, strive for the highest standards of work and conduct, and uphold honesty and integrity. Sound knowledge of their subject area, maintaining current teaching skills and knowledge, and self-critical thinking are also essential. Additionally, the candidate should establish positive professional relationships and work collaboratively with parents, always keeping the best interests of their pupils in mind.

Part One: Teaching

1. Set high expectations which inspire, motivate and challenge pupils

- establish a safe and stimulating environment for pupils, rooted in mutual respect
- set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions
- demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils.

2. Promote good progress and outcomes by pupils

- be accountable for pupils' attainment, progress and outcomes
- be aware of pupils' capabilities and their prior knowledge, and plan teaching to build on these
- guide pupils to reflect on the progress they have made and their emerging needs
- demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching
- encourage pupils to take a responsible and conscientious attitude to their own work and study

3. Demonstrate good subject and curriculum knowledge

- have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain pupils' interest in the subject, and address misunderstandings
- demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship
- demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject
- if teaching early reading, demonstrate a clear understanding of systematic synthetic phonics
- if teaching early mathematics, demonstrate a clear understanding of appropriate teaching strategies



4. Plan and teach well-structured lessons

- impart knowledge and develop understanding through effective use of lesson time
- promote a love of learning and children's intellectual curiosity
- set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired
- reflect systematically on the effectiveness of lessons and approaches to teaching
- contribute to the design and provision of an engaging curriculum within the relevant subject area(s).

5. Adapt teaching to respond to the strengths and needs of all pupils

- know when and how to differentiate appropriately, using approaches that enable pupils to be taught effectively;
- have a secure understanding of how a range of factors can inhibit pupils' ability to learn and how best to overcome these;
- demonstrate an awareness of the physical, social and intellectual development of children, and know-how to adapt teaching to support pupils' education at different stages of development;
- have a clear understanding of the needs of all pupils, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.

6. Make accurate and productive use of assessment

- know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements;
- make use of formative and summative assessment to secure pupils' progress;
- use relevant data to monitor progress, set targets, and plan subsequent lessons;
- give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback.

7. Manage behaviour effectively to ensure a good and safe learning environment

- have clear rules and routines for behaviour in classrooms and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, following the school's behaviour policy;
- have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly;
- manage classes effectively, using approaches which are appropriate to pupils' needs to involve and motivate them;
- maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.

8. Fulfil wider professional responsibilities

- make a positive contribution to the wider life and ethos of the school;



- develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support;
- deploy support staff effectively;
- take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues;
- communicate effectively with parents about pupils' achievements and well-being.

Part Two: 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 pupils 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 pupils' 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 pupils' 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

QUALIFICATIONS AND EXPERIENCE	☉ Qualified teacher status	
	☉ Successful 5 years primary teaching experience	
	☉ At least 3 years of teaching experience in the United Kingdom	
	☉ Ideally, having taught in international school	
SKILLS AND KNOWLEDGE	☉ 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 pupils' needs	
	☉ Ability to build effective working relationships with pupils	
	☉ Knowledge of guidance and requirements around safeguarding children	
	☉ Knowledge of effective behaviour management strategies	
	☉ Good ICT skills, particularly using ICT to support learning	
	PERSONAL QUALITIES	☉ A commitment to getting the best outcomes for all pupils 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 experience meets the person specification requirements.

Shortlisting

Candidates will be shortlisted based on their applications and invited to interview for the role. They will also be asked to submit a lesson plan related to the knowledge and abilities mentioned in the Person Specification.

Interviews

The initial interviews will be conducted by the Head of Primary through Google Meet. The final interviews will be conducted by the Principal through Google Meet or in person when possible.

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 2024, and induction for new staff arriving in Cambodia will commence in August 2024.

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.



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PHNOM PENH



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CLASS TEACHER

Full Time

Shrewsbury International School Phnom Penh

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