



Teacher of Music

Harrow International School Hong Kong is the first international boarding and day school in Hong Kong. It is the third school in the Harrow family of schools in the Asia region and provides a British education from Early Years to Year 13 in custom-built facilities in a stunning location in Hong Kong. The School combines elements of educational philosophy, practice and traditions from Harrow School in London with the international mindedness of a diverse pupil body in Hong Kong. Having opened in September 2012, the School roll is currently around 1600 and the school achieves the best results in Hong Kong at A-level and GCSE. Since 2020, Harrow Hong Kong has featured as one of the top 150 Schools in the World, top 10 Schools in Asia and one of the leading schools in Hong Kong according to the Spear's and CARFAX Index. Harrow Hong Kong is, however, about much more than academic results and our pupils excel in music, drama, sport and art as well as service and charity work. Our pupils go on to some of the most prestigious universities across the world including Oxford, Cambridge, Imperial, LSE, UCL, Durham and Edinburgh in the UK; Harvard, Stanford, Yale, Princeton, UPenn, UC Berkeley and UCLA in the US; and HKU, CUHK and HKUST in Hong Kong, as well as Tsinghua and Peking in Mainland China.

The Music Department at Harrow Hong Kong is well-established and features four specialist classrooms (two equipped with a suite of 30 iMacs with Logic and Sibelius software), 16 practice rooms, a large rehearsal room and a department office. In the Upper School, all pupils study Music in Years 6, 7, 8 and 9 and it is taken as an option at GCSE and A Level (the Edexcel specification is followed for both). The Music Department comprises five full-time academic teachers, including the Director of Music, Head of Upper School Music and Head of Lower School Music, who will work across the 4-18 age range, along with a Music Administrator and full-time Music Technician. In addition, there are around twenty Visiting Music Teachers who are line-managed by the Director of Music. Each year, the department organises many concerts, recitals and competitions involving choirs, orchestras, small ensembles and soloists.

Job Title: Teacher of Music

Job Purpose: The Teacher of Music is a member of the Music Department and reports to the Director of Music on all matters relating to the teaching and learning of this subject. An important part of the role is a focus on developing the contribution of the Music curriculum to the reinforcement of the leadership attributes outlined in the School's vision statement *Educational Excellence for Life and Leadership*.

Start Date: August 2026

Reporting Line: Director of Music

Job Description

Education is ever-changing and all staff are expected to participate constructively in school activities and to adopt a flexible approach to their work. Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. The post holder will be expected to comply with any reasonable request from the line manager to undertake work of a similar level

that is not specified in this job description. This job description will be reviewed regularly and may be varied in light of the business needs of the school.

Specific aims and key responsibilities are:

- **Responsibility for high standards of teaching and learning within the classroom, including:**
 - High expectations of pupils in every aspect of their work
 - A commitment to academic excellence and the development and implementation of schemes of learning to ensure that each pupil develops at an appropriate pace through differentiated planning and teaching
 - Supporting every pupil to achieve their academic potential
 - Achieving excellent public examination results
 - Assessing pupils effectively and providing precise verbal and written feedback
 - Tracking pupil progress and putting in place any interventions needed to support pupil progress
 - Using rewards and sanctions effectively
 - Providing high quality written and verbal reports to parents
 - Keeping up-to-date with subject developments outside the school
 - Fostering a spirit of academic enquiry among pupils

- **A contribution to the development of the Music Department, including:**
 - Being actively involved in the development and creation of schemes of work, contributing to departmental teaching and learning tips by sharing ideas of best practice
 - Being actively involved in the teaching observation programme, providing and receiving constructive feedback as appropriate
 - Leading, organising and rehearsing various musical ensembles as part of the Co-Curricular programme
 - Undertaking administrative tasks that are designated by the Director of Music, thereby contributing to a sense of teamwork and aiding professional development
 - Helping, as appropriate, to advise pupils on options choices relevant to the subject and with university applications
 - Actively participating in our CPD programme, working towards whole school CPD priorities as well as your own professional development targets, as well as leading subject specific CPD as required
 - Actively offering ways in which pupils can extend their learning outside of the classroom developing their knowledge, skills and passion for your subject, for example: supporting pupils to take part in maths related competitions and Olympiads
 - Taking a full and sometimes leading role in the planning and delivery of musical events through the School year

- **An effective contribution to pastoral care in the School, including:**
 - Being a Tutor in one of the Prep School or Senior School boarding or day Houses to a group of boys or girls (day pupils and boarders) as designated by Senior Deputy Head (Whole School)
 - If a Tutor in a boarding House, undertaking supervision duties in that boarding House during one evening per week
 - Implementing safeguarding procedures at the School

- **All teachers are expected to:**
 - Actively seek opportunities to develop professionally including subject-specific knowledge, teaching and learning theory and research, and career-related goals
 - Participate fully in the annual Professional Performance Review and proactively participate in the various CPD opportunities given by both the School and the Harrow Academy Programme
 - Participate in School-wide CPD initiatives and be prepared to share expertise in CPD programmes
 - Contribute to the Harrow Horizon's programme, by participating in the School's Super Curriculum and Co-Curricular programme in one or more activities as directed by the Deputy Head (Co-Curricular and Organisation)
 - Be actively involved in the wider life of the school, including involvement in trips and residentials, including participating in Leadership in Action Week.
 - Contribute to the School's Futures Programme
 - Participate in our Leadership In Action week, either leading, or supporting the leadership, of a local or international service trip
 - Helping, as appropriate, to advise pupils with university applications and supporting them in preparing for applications and interviews

- **Other responsibilities:**

- Undertaking duties as the Head of School or a delegated representative may reasonably request.

Harrow Hong Kong is fundamentally committed to safeguarding the children in our care and their welfare is our top priority.

All adults in the School community are expected to follow its Child Protection procedures and are required to undertake safeguarding checks.

Harrow Hong Kong reserves the right to recruit at any stage during the selection process.

Person Specification

The successful candidate will be likely to fit the following profile:

Qualifications:

- Good Honours degree
- A postgraduate teaching qualification, including QTS
- Evidence of further relevant professional development

Skills:

- A genuine interest in Music and a strong commitment to high standards and a variety of approaches to teaching and learning
- The ability and commitment to be an excellent classroom teacher
- A willingness to use IT and Music Technology platforms as appropriate
- A commitment to the wellbeing and pastoral care of children
- Interests and abilities that can enhance the School's Harrow Horizons programme
- Have a vision for and the ability to translate Harrow Hong Kong's vision to be a leading school in Asia into reality
- The ability to inspire others and lead by example, role modelling the School's vision statement *Educational Excellence for Life and Leadership* in relationships with pupils, teachers and parents
- The ability to work in a successful and dynamic school
- Ability to play one or more musical instruments to a high level. Proficiency on a keyboard instrument is desirable.

Experience:

- A proven track record of delivering on academic performance
- Experience of collaborating with colleagues

Knowledge:

- Strong subject knowledge and the latest updates in Music pedagogy
- Up-to-date knowledge of successful and innovative teaching and the latest curriculum developments and initiatives

Personal Qualities:

- High levels of personal and professional integrity
- Ability to exercise discretion and confidentiality
- Personal warmth to gain the confidence of pupils, staff and parents
- Positive rapport with pupils
- High standards of personal presence and presentation and attention to detail
- Ability to communicate concisely and sensitively, both orally and in writing, to a variety of audiences

Attitudes:

- A team player with a reflective and flexible approach
- Organised, energetic, positive and able to self-direct
- Positive, enthusiastic and energetic approach to life
- Ability to think creatively and imaginatively
- Committed to Harrow Hong Kong's ethos
- High expectations for pupil attainment, personal development and conduct
- Ambitious and aspirational for oneself and for the school
- Committed to professional development and with a willingness to undertake appropriate training as required
- A positive 'can do' approach in all aspects of the role
- A willingness to be fully committed to the life of a busy boarding school with a commitment to giving both Day and Boarding pupils the best educational experience
- High levels of personal presentation, integrity and communication skills
- An understanding of how a boarding school operates and a commitment to giving both Day and Boarding pupils the best educational experience
- A commitment to high quality Feedback and Marking to ensure pupils make excellent progress and understand where they are in their learning journey

