



WELLINGTON COLLEGE
INTERNATIONAL
TIANJIN



THE SCHOOL

Wellington College International Tianjin is committed to providing world-class educational opportunities in the city of Tianjin. We seek to recruit and develop staff members who are fully engaged with the stated vision of the school – **“Be You. Be More,”** With this fresh vision and purpose, we offer a pioneering education to serve and help shape a better world, combining the very best of British and international education to create a pupil-centric, multilingual, multicultural and inclusive learning experience. We inspire our children to be the best version of themselves, to take pride in where they come from and to be the change they wish to see in the world, – to be Learners, Connectors and Changemakers.

This will be based on a model of holistic education and pastoral provision that establishes the values, aptitudes and knowledge needed to be an effective global citizen. We aim to prepare pupils for success during and beyond life at the College with the core Wellington values of respect, kindness, responsibility, integrity and courage. Wellington College International Tianjin currently comprises of three schools. Together they serve approximately 600 pupils from 30 countries.

The College is located in the Hongqiao district of Tianjin and was completed in May 2011. The architecture of the main teaching building and the adjoining Early Years building is inspired by Wellington College in the UK. The theatre in the College is unique because of its seating capacity of over 400 people and supporting rooms for productions and concerts. The newly renovated library emphasizes the enjoyment of studying. The College has state-of-the-art sports facilities, including **a Sports Hall, indoor swimming pool, tennis and basketball courts, and an astroturf football/rugby pitch.**

Wellington College International Tianjin was selected as the first international school in China to be awarded Microsoft Showcase School status. This cooperation with Microsoft helps the College to develop wide-ranging opportunities in educational technology for our staff and pupils. In this way, the integration of collaborative projects creates a more diverse learning environment.



Be **You** **More** Be

INTRODUCTION TO EARLY YEARS

Our bilingual nursery – the Nest – offers the very finest all-around early years' education in Tianjin. Children from 2 years of age are provided with a structured, rigorous programme, designed to develop the essential skills required to flourish in the 21st Century world. Our pupils are not just helped to foster positive relationships with others through socialisation and play-based learning, but also to grow their own sense of independence within a safe and nurturing environment.

In addition, with two teachers in each class, each committed to a vision of genuine bilingualism, our pupils are all immersed in the cognitive and social advantages that come from proficiency in two or more languages. By the time children in the Nest graduate to Year 2 in our Junior School, therefore, their path through education will have prepared them for the rigours of the new curriculum as well as provide them with the tools to succeed in their schooling.



INTRODUCTION TO JUNIOR SCHOOL

Wellington's Junior School educates children aged from 6 to 11 years within a bespoke educational programme, combining the core tenets of the English National Curriculum and the International Primary Curriculum (IPC). There is a particular emphasis on stretching and challenging pupils in maths and English. Whilst the core curriculum is that of the English National Curriculum, the IPC provides a thematic thread which draws in global themes and perspectives, thus ensuring that it is a consistently international programme of study for our pupils.

Pupils are guided through their learning by classroom teachers and subject specialists, notably in music, PE, Mandarin and, increasingly, information technology and science. As with pupils at all stages of a Wellington education, the educational experience is underpinned throughout by the school's core values, helping to prepare young people for a world beyond school.



INTRODUCTION TO SENIOR SCHOOL

Wellingtonians graduate at the age of 18 years as confident, independent and resilient young people. This is the result of their journey through our educational programme, combining a determination to achieve the best examination results possible, but also reinforcing the essential skills needed to thrive in the wider world.

Whether it is in the classroom, on the sports field, on the stage or whilst engaged in service projects across our wider community, our pupils receive an all-round education designed to help them flourish as global citizens. Our examination qualifications – International IGCSE and A Levels – arm pupils with some of the most prestigious academic awards anywhere in the world and provide a clear pathway to the world's top universities.



WHY WELLINGTON?

As part of our team, you will benefit from our robust onboarding processes designed to help new colleagues settle in smoothly. But our support extends well beyond your first day. We have a dedicated team ready to assist you at every stage of your journey with us. Our commitment to your wellbeing and professional growth has been recognized by HR Asia, naming us one of the 'Best Places to Work in Asia' for Four consecutive years in 2020,2021,2022 and 2023.

SAFEGUARDING STATEMENT

Wellington College China is committed to safeguarding and promoting the welfare of children. Assessment and testing of applicants' suitability to work with children is an integral part of the selection process.

Wellington College International Tianjin is committed to safeguarding the welfare of children and young people and expects the same from its employees. All new staff will be subject to enhanced pre-employment clearance, including identity checks, criminal background checks, qualifications checks and employment checks to include an exploration of any gaps in employment. All staff will commit to fulfilling safeguarding and child protection training on commencement of their employment and annual refresher training thereafter.

WE OFFER COMPETITIVE PACKAGES

We make sure our employees feel cared for and offer competitive staff benefits for our international teachers with:



Competitive salary and bonuses package



Housing or housing allowance



Health insurance for staff and their family



Repatriation/relocation allowance



Reduced tuition for their children (max.2)



An annual return flight



Free Lunch and Coffee



Free access to school fitness facilities



Shopping points for birthdays and holidays

PROFESSIONAL DEVELOPMENT OPPORTUNITIES (CPD)

We are committed to creating a working environment where our employees can reach their full potential with pride and a true sense of belonging. People are our number one asset, so we invest in their success.

We offer a comprehensive directory of continuing professional development programmes in-house and through external providers. With schools now in Tianjin, Shanghai, Hangzhou, and Nantong, and with more planned, there is potential for teachers to develop along a range of career paths, and our internal staff training programme is an enviable resource. Through our High-Potential Leadership Programme, we identify, support and develop existing and aspiring leaders. It provides ample opportunities for leadership development, coaching and mentoring, professional learning and gaining professional qualifications. We also recognise our employees' contributions with annual awards for high performance and long-term service.

The Staff Association of Wellington College International Tianjin is a college-based community that serves all those who work within the school. Events and activities are held throughout the year to support personal and collective wellbeing and positive relationships. The common room is the central location for staff to meet for informal refreshments after hours on Fridays, seasonal quizzes

with barbecues in the warmer months and even karaoke evenings. There is a weekly sports schedule for staff that includes yoga, football, badminton and rounders. In addition, there are regular family events such as baking days, farm visits and the Christmas Eve family party. The Staff Association also gives members a voice and provides an opportunity to share matters at annual meetings. The Staff Association is an open body and all staff are welcome!

Our school is known for its stability and reputation for providing quality education. Our dedicated faculty and staff, along with our strong infrastructure and resources, ensure that we can continue to offer excellent education for years to come.

In addition to a competitive compensation and benefits package, you will enjoy a comprehensive rewards package that covers all aspects of professional and personal support and growth. We ensure that your and your family's needs are met. You will get to experience life in one of four vibrant Chinese cities. Moreover, China's ongoing growth presents exciting travel opportunities, a safe, family-friendly environment and a cost of living that allows for substantial savings compared to many other countries.



Individualised professional pathways for all staff



CPD programmes ranging from academics and teaching methodologies to cultural awareness and non-academic areas like finance and public speaking



Three leadership programmes for middle, senior and high-potential leaders



A coaching culture and internal coaching programme.

LIVING IN TIANJIN

Tianjin is one of the four municipalities in China. Facing the Bohai Sea, the city serves as Beijing's vital gateway to the sea as well as the largest port city in north China. It is about 134 km (83 mi) from Beijing and it is just 35 minutes to Beijing by bullet train.

Tianjin is China's 4th largest city, with over 15 million people spread across its main urban centres. It is the former port city for Beijing, providing the capital with access to the sea and trade routes across the world. Tianjin retains its historic charm with an abundance of European-style buildings including the former residences of celebrities, industrial and commercial enterprise buildings, churches, and of course the many beautiful bridges that span the Haihe River.

Tianjin is an amazing city to live in, with its rich cultural heritage, modern amenities, and unique attractions. One of the most popular attractions is the Tianjin Zoo, which is home to a variety of animals, including the beloved giant pandas. Visitors can watch the pandas play and eat bamboo and even have the opportunity to feed them. In addition to the zoo, Tianjin also boasts beautiful parks, delicious cuisine, and a bustling nightlife. Whether you're interested in history, art, or simply enjoying the company of pandas, Tianjin has something for everyone.



Premium school with small class sizes and generous non-contact time



Personalised professional development pathways



HR Asia's best company to work for in Asia 2020 - 2023



Competitive salary and benefits



Member of Wellington College China family of schools



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Living In Tianjin Website Page



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