

# Applying to Teach at Dulwich International High School Suzhou

*A Guide for Candidates*

*Updated Oct 2023*





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Sarah Tielman

Head of Dulwich International High School Suzhou

## From the Head

I am delighted to introduce you to our outstanding school where students love learning and develop deep understanding. We are a happy and hardworking community of people who are optimistic and ambitious for the future.

We are uncompromising in our commitment to academic standards, personal integrity and the development of a sense of responsibility in a supportive, adult environment. It is our highest priority that our students are academically challenged and that they achieve excellent grades with the expert teaching and the careful support and guidance of our professional and well-qualified teachers. We also ensure that our students develop the high levels of proficiency in English they will need to succeed in their studies.

Apart from the range of academic subjects we offer, we also have an extra-curricular programme that offers students an impressive variety of activities through which to develop their interests and skills. We are committed to the development of our students into responsible, ethical, polite and considerate citizens who are able to make positive and meaningful contributions to their communities and the society in which they will live as adults.

Our students' well-being is very important to us and our pastoral programme is designed to equip our students with good coping strategies and with the social skills they will need to live well in the world outside school. For the majority of our students, we are also a boarding school with students living in comfortable, shared accommodation both on and off our school campus. Our attention to student wellbeing therefore extends well past the end of the school day. We work with our students to support them to develop the characteristics of adaptability; confidence; imaginative problem solving; perseverance and the ability to learn quickly that are essential for success in today's quickly changing world.

We have a reputation with prestigious colleges and universities around the world for the excellence of the college and career counselling we offer every one of our students throughout the duration of our programme. We are confident that the knowledge and experience of our college counselling team gives our students a great advantage in securing acceptances to their best-fit university.

In brief, we ensure that our students not only go onto their chosen colleges and universities, but also that they have acquired the life skills and the confidence they will need to be successful and well-adjusted young adults and outstanding scholars when they get to university.

I look forward to welcoming you to Dulwich International High School Suzhou.

# School Guiding Statements

DULWICH INTERNATIONAL | SUZHOU |  
HIGH SCHOOL  
苏州工业园区德威联合书院



# OUR PURPOSE

## 我们的目标

## Grow in Dulwich, Thrive in Life 成长于德威，绽放于人生

Through developing, knowing, and caring for each individual, we enable young people to thrive at university and beyond, so that they make a positive difference in the world.

通过培养，了解并关心每一位学生，我校致力于让学生不仅能够上大学并在未来职场中取得成功，并在世界的舞台上及人生的旅途中创造积极的影响。



# School Guiding Statements

Offering a broad and balanced curriculum



Ensuring participation in a rich and varied co-curricular programme



Attaining outstanding academic results



Recruiting and retaining qualified, experienced, and supportive teachers



## OUR COMMITMENTS

  
DULWICH INTERNATIONAL HIGH SCHOOL  
| SUZHOU |  
苏州工业园区德威联合书院



Fostering students' fluency and confidence in English communication



Enabling students to study at world-class universities



Providing outstanding opportunities through the Dulwich family of schools



Providing a safe and supportive boarding environment



# School Guiding Statements



DHSZ VALUES

DULWICH INTERNATIONAL | SUZHOU |  
HIGH SCHOOL  
苏州工业园区德威联合书院





Respect

Members of the DHSZ community will act in a way that shows they have taken into consideration, and have due regard for, other members of the community and their environment



Responsibility

Members of the DHSZ community will demonstrate a conscientious approach to work and a caring attitude towards others whilst understanding that they need to be accountable for their actions



Integrity

Members of the DHSZ community will act with honesty and fairness and remain true to their moral principles and the DHSZ values



International-Mindedness

Members of the DHSZ community, whilst taking pride in their own heritage, will seek to understand and respect other cultures and belief systems and realise that accepting diversity makes the world a better place



Confidence

Members of the DHSZ community will develop self-assurance and learn to have faith in their own abilities whilst also understanding that they can learn from others



Collaboration

Members of the DHSZ community will develop the skill of working together cooperatively to produce an outcome. They will understand that collaboration helps develop insights, ideas and solutions more effectively than working independently



Creativity

Members of the DHSZ community will learn to be imaginative and innovative and seek to find unique solutions to a range of problems. They will look beyond traditional rules and ideas and apply their knowledge to new situations



Empathy

Members of the DHSZ community will show a caring attitude towards others and demonstrate the ability to understand and share the feelings of others



Excellence

Members of the DHSZ community will set themselves high expectations and strive to achieve the best possible outcome in all that we do

# School Guiding Statements

## DHSZ vision for teachers

At Dulwich International High School **students come first.**

Because teachers play an extraordinary role in nurturing our students to become confident, curious and knowledgeable global citizens, we look to recruit the very best practitioners in international education who are passionate about unlocking the potential of our students.

Our teachers nurture and inspire their students today to make a positive difference in the world – living fully, living responsibly, and living sustainably. We empower our Teachers to **Live Worldwide.**

## Worldwise teachers believe in:

- The right of every student to be safe, supported and nurtured
- Evidence-based and innovative pedagogy
- Personalised and differentiated student learning
- Setting high expectations for every student
- Empowering students to reach their own goals
- High levels of student motivation and engagement

## Worldwise teachers:

- Put students first in all they do
- Display a positive attitude, adaptability, and open-mindedness
- Show professional initiative and perseverance
- Are truly collaborative and display highly developed communication skills
- Are committed to internationalism and equity
- Are committed to sustainability and global citizenship

## A Worldwise teacher's practice:

- Maximises every student's opportunity to learn
- Promotes student agency, reflection, and a love of learning
- Delivers academic rigour and holistic learning
- Reveals the complex and inter-disciplinary nature of learning content
- Creates a supportive and dynamic learning environment
- Develops students' higher-order thinking

# Why should you choose Dulwich International High School Suzhou



WE WANT THE PERFECT MATCH IN  
TERMS OF VISION, PHILOSOPHY,  
PRACTICE AND PROFESSIONAL  
DEVELOPMENT

Our faculty embrace collaboration and innovation, share a pioneering spirit, have a strong work ethic whilst also having fun, and share an enthusiasm for their continued development as educators and leaders. If this sounds like you then we would love to hear from you.

Through being part of a group, Dulwich schools benefit from reciprocal exchange opportunities, a common ethos, and similar high standards. The group is committed to developing responsible WorldWise citizens, as exemplified by the recent incorporation of Green School into the family. Each and every member of support staff and faculty share our vision of developing, knowing, and caring for each individual, thus enabling our students to thrive at university and beyond, so that they make a positive difference in the world.

Our vibrant school continues to evolve and develop, and is within an expanding family of innovative schools. As a result there are regular opportunities for staff to take part in exchanges of practice, lead and partake in cross-school projects, and explore opportunities for greater responsibilities whilst gaining valuable experience.



# EiM Learning Principles – how we learn & teach

## Learning is effective when it has a clear purpose:

- Students take ownership and responsibility for their own learning.
- Students use what they already know to construct new understandings.

## Learning is effective when it is adapted and applied:

- Students make connections between knowledge, concepts and skills.
- Students transfer knowledge and skills to a variety of contexts.



## Learning is effective when it is personalised:

- Students are appropriately challenged from their own starting points.
- Students can engage in meaningful and deliberate practice in lesson time.
- Students respond to quality feedback with concrete strategies for improvement.

## Learning is effective when it is relational:

- Students engage in effective collaboration and build positive safe relationships.
- Students are able to recognise mistakes as collective learning opportunities and apply them to a range of theoretical and practical contexts.

## Why do we have them?

These principles underpin the school's learning and teaching philosophy. They support self and peer reflection of the conditions for successful learning. They allow us to communicate our research-based approach to pedagogy.

## DHSZ Learning Principles

Learning Principles are research-based, practically tested statements that articulate the conditions that foster effective student learning, regardless of subject discipline and age/level of readiness of students.

The DHSZ Learning Principles are used within the wider EiM group and were developed through a collaborative process, researching other schools' Learning Principles, considering current academic research, and forming statements to best fit the context and culture of our own school.

# Teaching at DHSZ A LIFE CHANGING EXPERIENCE

Teaching in an international school is a different experience from teaching at home. Many teachers find it a great experience, enabling them to further their career whilst, at the same time, explore different parts of the world. DHSZ is a high-achieving school and high expectations are placed on both students and teachers.

## ACADEMIC

The curriculum is based on the English National Curriculum. However, it has been modified to suit the needs of our students. In Years 10 and 11, students undertake a combination of IGCSE courses and internally designed courses, and in Years 12 and 13 students undertake A Level courses. Alongside this are compulsory courses in English, Chinese, Drama, Lifeskills & Physical Education. As is the case in London, the school is academically selective and admits students only after the academic criteria are met, which are aligned with readiness to achieve within our curriculum. They are also pleasantly surprised at the students' willingness to learn and a want to come to school.

## CO - CURRICULAR ACTIVITIES (CCA)

DHSZ's co-curricular programme is compulsory, and students are recommended to participate in at least two activities. The CCAs can be student or teacher led, and teachers are responsible for running one of these clubs once per week. Activities vary and the teacher can propose a club that they would like to run. Most of our teachers find that clubs can be a fun way of interacting with the students, beyond the confines of a classroom setting or under the strict regime of a curriculum.

## BOARDING

With the majority of students living around campus, there are opportunities to get involved in academic, sporting and creative activities. Whilst there are opportunities to apply to be involved in boarding, regular teaching staff are not required to take on boarding duties.

## KEEPING STUDENTS SAFE AND PROMOTING WELLBEING

Because we put students first in all that we do, safeguarding and child protection are of paramount importance to us. We believe that every student has a right to feel safe and our child-centred approach is modelled on the United Nations Convention on the Rights of the Child and we draw upon best practice internationally. This is supported with [policies](#), systems, and training for all students and staff. Further information is available at the foot of our [website](#).







## INTERNATIONAL MINDEDNESS

In DHSZ, International mindedness is a state of mind, not a passport. We have a vibrant service program which is linked to the UN goals and continues to develop based on interests of students and staff. Our curriculum is infused with the skills necessary to become a Global Citizen. This includes global citizenship and UN goals being explicitly in both our timetabled curriculum and our Co-Curricular programme. Our teachers inspire their students to experience the world around them in a local, national and international sense.

## CLASSROOMS AND FACILITIES

All classrooms are equipped with projectors, document cameras and sound systems; teachers are provided with a school laptop. The school has purpose built science laboratories and art classrooms. There is a black box theatre, dance studio, fitness suite, recital and practice rooms. The sport facilities include a rooftop basketball court, tennis courts, an all-weather sports field and a large multi-purpose gymnasium. There is also shared use of an all grass rugby field, professional FIFA2 all weather football pitch, an athletics field and Aquatics Centre.

## AIR QUALITY

There has been a lot of publicity about the levels of air pollution in China. This is actually a problem for many developing and Western countries alike and the situation in China is certainly much improved in recent years. We believe we should provide the optimal learning environment for our students. There are fresh filtered air systems in every classroom plus the gym, libraries, aquatics centre and dining halls. No other international school in Suzhou provides a better learning environment for their students and faculty with fresh, clean and filtered air in every classroom and common area. Dulwich continues to the way in setting such high standards in this vital area.



# Staff Wellbeing



Wellbeing of students, staff, and families has always been an essential element of the DHSZ community and our approach to truly holistic education. The challenges of COVID further demonstrated the central place of wellbeing in our school, and over the next few years we are purposefully working to further develop our approach through a team of staff wellbeing leads.

What follows is certainly not intended to be a description of our 'approach' to wellbeing. Rather, it aims to be a window into some of the current ways in which a few of the many aspects of wellbeing of staff and their families are promoted by the school and the city.

## NURTURING A DIVERSE AND SUPPORTIVE COMMUNITY

### STAFF CULTURE

Our school values of respect, responsibility, integrity, international-mindedness, confidence, creativity, collaboration, empathy and excellence extend to our whole community. A guiding principle of our school is putting students first, and we facilitate this by putting staff first as well, with a huge amount of support from both peers and leadership.

We believe students develop best in an environment of 'appropriately high challenge and appropriately high support', and that this extends to staff as well. Our holidays are generous, we don't have 'make-up' days that are found in most schools in China, and we are energised by working hard during the week.

The community is very collegial, and when a problem or challenges arises, be that in a colleague's professional or personal life, a whole network will quietly offer myriad forms of support—particularly important for colleagues who are away from their home countries, regions, and families.

Wellbeing is kept front and centre and there is an active wellbeing committee to support this.

## DAILY-LIFE BENEFITS

Whilst most staff make their own way to school using the cheap taxis, or segregated bike/ebike lanes, there is also a free staff bus service. Our comfortable staff lounge is a student-free area, and includes a kitchen with bean-to-cup coffee machine.

The school has a fresh-air system and a plentiful supply of plants, selected from a NASA list as being particularly helpful for improving air quality. A variety of styles of indoor and outdoor seating in public areas provide opportunities for both quiet and conversation.

The open-plan staff office is a hive of collaboration with facilities including break-out rooms, and a tea kitchen with yet more coffee and a popular ice-maker.

Staff receive an allowance that they can use in the dining room, coffee shop or bread bar, which are open for three meals a day during the week serving a good selection of Chinese dishes, with Western and vegetarian options. The freshly made Noodle counter is particularly popular. Just across the road from school are convenience store and restaurants including Subway, McDonald's, Starbucks and other options. The restaurant owners are friendly, and regular customers have their orders made when they enter without even needing to ask.

Discounts are offered for Dulwich families at a number of businesses in Suzhou, including restaurants, bars, and a sports superstore.

## STAFF ACTIVITIES

Formal and informal whole-staff social events include dinners, quizzes, Sports, BBQs and hiking. Professional Learning days include collaborative elements and always include hotel-style buffet breakfasts and lunches.

## STAFF SPORTS & RECREATION

Staff clubs currently include pilates, yoga, football, body combat and dragon-boating. Facilities available include the fitness room, dance studio, gym, Astro, and swimming pool. Groups of staff have also arranged activities such as scuba diving and skiing / snowboarding.

Community sports clubs with strong involvement from colleagues include rugby, soccer, Gaelic football, netball, cycling, running, hiking, sailing and canoeing. Other community groups with strong staff involvement cover a wide range of interests, including writing, games, outdoor activities, MathsJam, art and a wide range of musical activities.

Whatever your niche interest, there will most likely be a group of similarly minded people in school or Suzhou, including both locals and expats. Examples would include the 'DHSZ Hummus Lovers' group, who arrange weekly home-made hummus deliveries, SWAG (the Suzhou Whisky Appreciation Group) and a Warhammer painting club.

## EXPAT HEALTH INSURANCE–WELLBEING ELEMENTS

Social emotional counselling, mental health services, and physical therapy, for example for sports injuries and back pain, and Traditional Chinese Medicine have generous coverage.



# Teacher Benefits Package

Staff teaching at Dulwich International High School Suzhou requires a degree with a teaching certification. We generally require at least two years of relevant teaching experience. Our teachers have on average ten years of experience and we welcome diversity of experience and nationality in our faculty.

***DHSZ provides an attractive and competitive remuneration package and, in addition, offers the following benefits:***

## **BENEFITS—all teachers**

- Professional development and career opportunities in the group
- Flexible on-site meal allowance whilst on duty (coffee shop, Western & Chinese options)
- Staff bus
- Academic holidays, including both Chinese and International holidays

## **ADDITIONAL BENEFITS—Local (Chinese) teachers**

- Employer contribution to social fund, including personal housing fund and pension fund contributions
- Business-level health insurance & annual medical screening

## **ADDITIONAL BENEFITS—Expatriate teachers**

- Housing allowance
- Generous airfare allowance between location of employment and home country for the teacher and eligible dependent children and spouse
- Shipping
- Worldwide health insurance for the teacher and eligible dependent children and spouse
- Gratuity - three months base salary at the end of an initial three-year contract.
- Tuition fee waived at Dulwich College Suzhou (Junior school / Senior school) or Dulwich International High School Suzhou if included in an employment offer
- Entry visa and work permit for the teacher and eligible dependent children and spouse



## PROFESSIONAL LEARNING & DEVELOPMENT

As lifelong learners, academic staff engage in a wide array of research and training that suits both their personal interests as well as the needs of the school. An annual cycle of personal professional development and reflection assists teachers in ensuring that there is focus, direction and impact to their PLD. Plenty of opportunities occur for engaging discussion and collaboration on all aspects of education; the teachers' office includes break-out areas and endless amounts of tea to support this. Departments engage in collaborative planning and development, taking a shared responsibility for student outcomes. Through an 'open door' policy, learning through informal observation of the practice of others is encouraged.

Inter-departmental focus groups and professional learning communities serve as the nexus for research and training within the school. Current foci are staff and student wellbeing, English language learning, technology, assessment, global citizenship, and responsive teaching. These focus groups are designed to improve faculty skills and knowledge, student outcomes, wellbeing and other elements of professional practice, whilst also serving as a good platform for cross-departmental collaboration. Staff are supported in keeping up to date with the latest trends in pedagogy and subject knowledge through links within the Dulwich network and external training. This includes cross-school subject groups, the EiM 'ConnectEd' platform, with external partners including Evidence-Based Education and the Royal Shakespeare Company. Subscriptions to LinkedIn Learning and the Chartered College of Teaching are also provided.

All teachers benefit from a minimum of 24 hours of structured PLD annually; many staff choose to spend significantly more time than this. Examples of current certified extended PLD opportunities include the NASSEA course<sup>1</sup>, the NESLI Wellbeing toolkit<sup>2</sup>, the EBE Assessment Leads programme<sup>3</sup> and Middle Leadership development<sup>4</sup>. At any given time, a number of staff will be involved in postgraduate degrees & certificates.

1 - <http://www.nassea.org.uk/>

2 - <https://www.nesli.org/staffwellbeingtoolkit.html>

3 - <https://evidencebased.education/assessment-lead-programme/>

4 - <https://enhancinglearning.co.uk/leadership>





# Moving to Suzhou

THE VENICE OF THE EAST

## WHAT IS SUZHOU LIKE?

Suzhou is a city of two halves. Downtown, old Suzhou is full of canals, stone bridges, pagodas and is famous for its ancient gardens dating back to the Song Dynasty. But it is also a modern city with good roads, rail links, an ever expanding underground metro system and modern apartments. On the east side of the Old City is Suzhou Industrial Park (SIP), where DHSZ is located. Despite the name, this area also has canals, is very green with wide roads and plentiful parks. The lake in the centre is great for walking, running or biking around. As of now, this area has attracted nearly 5,000 foreign-funded enterprises from over 90 countries, with a cumulative introduction of 101 Fortune 500 companies, such as Philips, Bosch, Siemens, Samsung, Johnson & Johnson, L'Oréal, and more. Most foreigners live in this area of the city where the infrastructure is excellent.

The high speed trains mean Shanghai is only half an hour away and you can get to Beijing in about 5 hours, making it a great location for exploring the rest of China.

Nearby airports are in Wuxi and Shanghai Hongqiao (45 minutes) while Shanghai Pudong airport is approximately 2 hours by car.

## THE FOOD AND THE PEOPLE

With its rich history but modern amenities Suzhou is consistently voted one of China's easiest cities to live in. The people are friendly and there is a thriving foreign community, which will help you to feel right at home. As well as trying the local cuisine there are many hotels, restaurants and bars serving anything from Italian and TexMex or Sushi to Thai and Indian.

Natives speak the local dialect but everyone understands and nearly all speak standard Mandarin too. In Suzhou, you are likely to encounter people that speak a little English, especially in tourist areas. However, if you can learn a little basic Chinese it will help. Downloading APPs such as WeChat and Didi, the Chinese version of Uber (with English language version) will help you enormously in getting round this beautiful city.



## THE WEATHER

Spring and autumn are beautiful with sunny days and blue sky. Winter generally sets in in November and goes through to March/April, with temperatures ranging from about fifteen degrees Celsius down to zero. May to September are generally hot, reaching around 30-40 degrees. Rainfall occurs throughout the year. It occasionally snows in winter but this is rare. The apartments and major shopping centres are heated and cooled according to the temperature. Be aware that when you arrive in August it will be very hot and humid and mosquitoes can be a problem at the beginning and end of Summer. Repellent is advised; keeping windows closed and air conditioning on at nights also keeps mosquitoes at bay.

## CULTURE

Suzhou has many museums, cinemas, parks and a concert hall with a resident orchestra. There are also active expatriates who organize activities. Being so close to Shanghai the people in Suzhou are generally forward-thinking residents. They welcome foreigners living in their city and are eager to learn more about international cultures. They are generally down-to earth, friendly and helpful. They understand the value of education & hold teachers in very high regard. Some of the less pleasant habits you might come across are spitting in public places, nose blowing without tissues, pushing on public transport and on the pavement (sidewalk) and not queuing in line.

## HOUSEHOLD HELP

Many expatriates in China have an ayi (pronounced 'eye-ee'): ladies who either live in or come to your home (anything from a few hours a week to every day) to do laundry, housework, cooking, grocery shopping, childcare, babysitting and pet care, depending on what you want. Rates are very reasonable. Ayis are often found through word-of-mouth recommendations, but you may also find one through discussion pages of expatriate websites, expat supermarkets, and agencies.

## MEDICAL CLINICS

Western-style medical facilities with international staffing are available in Suzhou and Shanghai. The nearest clinics to the school are Sing Health Medical Clinic and VIP department of Kowloon Hospital. There are also some new clinics in Suzhou such as Jiahui Health and SinoUnited Health. Shanghai has several private hospitals with many specialists. In an emergency situation or after hours Suzhou has public hospitals. Depending on where you go, you may have to pay upfront or, at a few places, pay a co-payment (20% cash payment) for outpatient visits.







## TRAVEL WITHIN CHINA - REMEMBER YOUR PASSPORT

China has a very efficient travel system - with buses, trains, airports. The nearest Airports are Wuxi and Shanghai Hongqiao where you can get many internal flights and flights to Taiwan, Hong Kong and Macau and Japan. You may want to think about when to travel within China as some holidays are very busy i.e Chinese New Year - people travel home to their families. It is also possible to hire drivers and their car or van and travel through China. Trains are a clean and fast way to travel. The buses in Suzhou are not crowded, but they are cheap and efficient and from school there are many bus routes that will take you to the local metro stops.

## TRAVELLING FROM CHINA

Once you are here in China and you have your work visa you can travel in and out of China as many times as you like. Popular holiday destinations are Thailand, Malaysia, Vietnam, Cambodia, Mongolia, Bali, The Philippines and Japan. During the winter months in China it is popular to go to a hot destination. Book early as flights and hotels do book out. Chinese New Year is a good time to explore Asia as it a nice break from the long cold winters and less noisy. (The fireworks can be pretty loud over CNY).

## THINGS TO DO

As well as the aquatics centre at the school, the Olympic Park, just 10 minutes from school boasts a 50m swimming pool, indoor tennis courts, climbing wall, running track, basketball, badminton and squash courts. Some compounds having their own pools that operate in the summer months. There are public parks, gyms, ten pin bowling, golf and the Suzhou Culture and Arts Centre which hosts a variety of musical and theatrical performance as well as a cinema and IMAX theatre. Suzhou has almost everything, but for an even greater variety of activities Shanghai is within easy reach.

# Links for more information

## OUR SCHOOL

School website

<https://suzhou-high-school.dulwich.org>

Lower years curriculum (IGCSE)

<https://suzhou-high-school.dulwich.org/dulwich-difference/academic-framework/igcse-programme>

Upper years curriculum (A Level)

<https://suzhou-high-school.dulwich.org/dulwich-difference/academic-framework/a-level-programme>

Co-curricular programme

<https://suzhou-high-school.dulwich.org/dulwich-difference/co-curricular-activities>

University Acceptances

<https://suzhou-high-school.dulwich.org/dulwich-difference/university-counselling>

Our faculty

<https://suzhou-high-school.dulwich.org/community/teachers>

Wechat QR code



## OUR FAMILY OF SCHOOLS

EiM Website

<https://www.dulwich.org/>

Our History

<https://suzhou-high-school.dulwich.org/our-school/school-heritage>

Dulwich College Suzhou

<https://suzhou.dulwich.org/>

Group careers website

<https://www.dulwich.org/careers/find-your-career>

## LIFE IN SUZHOU

Travel

[http://en.isuzhou.cn/isuzhou\\_en/Isuzhou\\_Tourism/](http://en.isuzhou.cn/isuzhou_en/Isuzhou_Tourism/)

Food

<https://www.dianping.com/>

Sports

<https://www.szosc.cn/en-v2/view/index.html>

Culture

<https://www.traveltosuzhou.com/suzhou-at-a-glance/history-culture>

Event

[http://sz.isuzhou.cn/Event\\_list.aspx?id=iSuzhou](http://sz.isuzhou.cn/Event_list.aspx?id=iSuzhou)



# Applications

FOR THE LATEST VACANCIES VISIT  
[www.dulwich.org/careers](http://www.dulwich.org/careers)

Interested applicants should apply through <https://www.dulwich.org/careers/find-your-career> sending their CV, a covering letter of application and full details of three referees. Informal enquiries are also welcomed via [careers.dhsz@dulwich.org](mailto:careers.dhsz@dulwich.org)

We may request a telephone or Skype / Zoom interview with long-listed candidates for some positions.

We will automatically request references for all shortlisted candidates.

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**Our College/School 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 practices, which are aligned to the recommendations of the International Task Force on Child Protection. We hold ourselves to a high standard of effective recruiting practices with specific attention to child protection. All appointments are subject to an interview, identity checks, criminal record checks, successful references, as well as due visa and work permit process as required by Chinese law.

EiM is committed to diversity within its team, organisational practices, policies and culture. It recognises that people with different backgrounds, skills, attitudes and experiences bring fresh ideas and perceptions, and it encourages and leverages these differences to make its work more relevant and approachable. EiM will not discriminate or tolerate discriminatory behaviour on any grounds such as, but not limited to, race, gender, disability, nationality, national or ethnic origin, religion or belief, marital/partnership or family status, sexual orientation, age or socioeconomic background. EiM strives to be an inclusive workplace where everyone feels a sense of belonging, has a voice, can raise concerns, and feels comfortable and confident. It expects everyone who works with it to share this commitment and to act accordingly, as it aspires to best serve the EiM mission and its community.