



WORKING AT HARROW SHANGHAI

FROM AUGUST 2027

APPLICATION PACK

Educational Excellence *for* Life and Leadership

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HARROW
INTERNATIONAL
SCHOOL

哈罗国际学校

SHANGHAI 上海



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INTERNATIONAL SCHOOL
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Harrow London

Harrow Shanghai



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1. A welcome from the Head Master
2. Making a Difference: how our teachers have an impact
3. Professional Growth at Harrow Shanghai
4. Our Community
5. Our Benefits
6. How to Apply

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A Welcome from the Head Master

Welcome, and thank you for your interest in joining Harrow International School Shanghai.

A school is defined by its people. At Harrow Shanghai, we are fortunate to have a talented and committed team of teachers and professional staff who care deeply about their work, their colleagues and, above all, the young people they serve. Together, they have created a warm, ambitious and supportive community in which both pupils and adults are encouraged to flourish.

We believe that excellent schools are built on strong relationships, shared purpose and high expectations. We seek colleagues who are passionate about their profession, intellectually curious and committed to helping every pupil achieve their very best. In return, we offer an environment where professional expertise is valued, collaboration is encouraged and colleagues are supported to continue developing throughout their careers.

As a British curriculum school in Shanghai, we combine the traditions and values of a Harrow education with the opportunities that come from being part of a vibrant international community. Our close links with Harrow School in the UK and the wider AISL family of schools provide opportunities for professional collaboration, while our location in one of the world's most dynamic cities offers a rewarding and enriching experience both inside and outside the classroom.

One of the great strengths of Harrow Shanghai is our community. Ours is a school where people know one another well, where colleagues work together with generosity and purpose, and where staff, pupils and families share a commitment to excellence in all that we do. We believe that when teachers and professional staff feel valued and supported, they are able to make the greatest difference to the lives of young people.

If you are looking for a school where you can make a meaningful contribution, continue to grow professionally and become part of a welcoming and ambitious community, I encourage you to explore our current opportunities. We would be delighted to hear from you.

Christopher McAllister

Head Master

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HARROW SHANGHAI
哈 罗 上 海 2025

A Level Results

A Level 成绩



100%
A*/A

30%
students achieved all A*/A grades
哈罗学子取得所有科目全A*/A

Harrow Shanghai's A*/A average well
above that of UK schools

A*/A率远超英国本土私校



67%

An average
A*/A grades
in recent 5 years

哈罗上海近5年
平均A*/A率

A*/A grades
100%
Music
音乐

92%
Biology
生物

88%
Chemistry
化学

85%
Further Maths
进阶数学

Best Maths and Further Maths results in the
school's history

数学和进阶数学再创佳绩



Maths
数学

70%
A*/A

92%
A*- B



Further
Maths
进阶数学

75%
A*/A

100%
A*- B

100%
A*/A grade

Biology
生物

Geography
地理

Computer Science
计算机科学

Making a Difference: how our teachers make an impact

We care for, challenge and support a very special group of students. Every visitor to our school finds that there are children around every corner who will tell you just how much they love the school and its teachers.

Our teachers are, above all, the adults in our children's lives who look after and care for our children. They are class teachers or subject specialists; they are tutors within our robust and connected House system; they are Heads of House, PSHE teachers, residential leaders, counsellors and, simply trusted adults. A Harrow Shanghai teacher makes a huge impact every day because our children know they care.



[Meet Our Teacher - Discover a world of possibilities](#)



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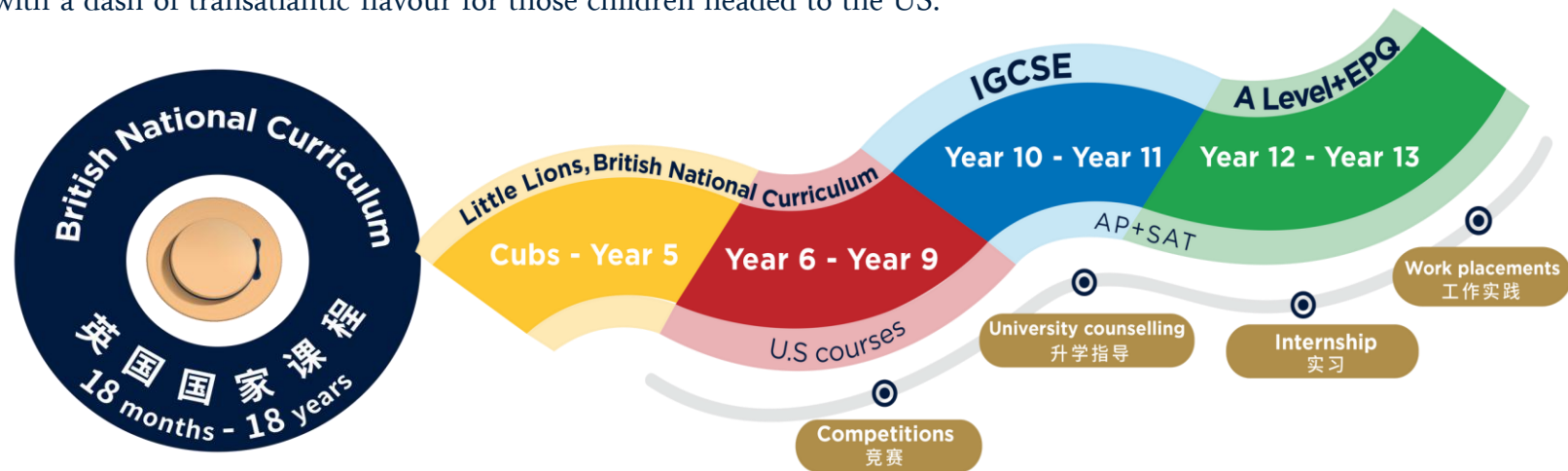
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Making a Difference: how our teachers make an impact

Our teachers are also well-qualified, committed professionals with the experience and both the subject knowledge and the teaching and learning excellence to make an impact on the learning of our young people. We teach the English National Curriculum adapted to the needs of our pupils, in our context, with a dash of transatlantic flavour for those children headed to the US.



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Making a Difference: how our teachers make an impact

Our teachers make a difference every day. Perhaps the best way to demonstrate this is to give you an idea of what life looks at our school for our children. Cast your eyes over the activities: there are teachers involved in every one of them. They organize, support and engage – our teachers have the chance to follow their own enthusiasms, and to encourage the next generation of enthusiasts.



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Academic Competitions



Harrow Potter Book Week

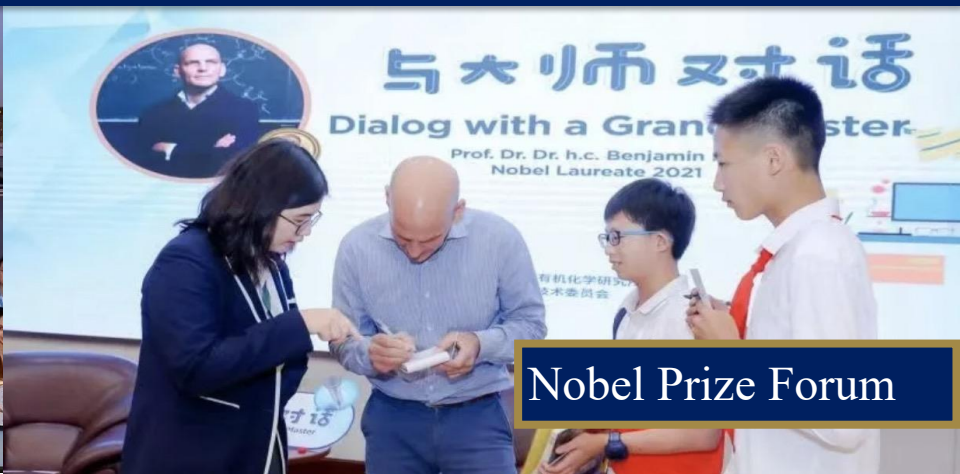


Academic Activities 学术类活动

DOE Award



与大师对话 Dialog with a Grand Master



Nobel Prize Forum



Art



Community Performance

Performing Arts 音乐艺术表演



Drama



Music

Making a Difference: who we are looking for



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We don't have a fixed picture of a Harrow Shanghai teacher. We are looking for people who will be energetic, curious, visible and committed to developing our whole community. We are also looking for people who want to learn about our families and are keen to form strong relationships with them.

Skills are likely to include:

- Strong verbal and written communication skills
- A range of well-developed collaborative skills
- Adaptable pastoral skills
- A good understanding of how schools work
- An ability to manage competing demands
- Good organizational skills

Qualifications and experience are likely to include:

- A good first degree, a PGCE or equivalent, and, for leadership positions, a higher level degree (not necessarily in education)
- Significant experience in a good school
- Evidence of both curriculum and pastoral interest and excellence
- Substantial teaching in an English curriculum school

Personal qualities will include:

- Warmth and an ability to convey care and love
- Curiosity, openness and a sense of wonder
- A very well-developed sense of perspective (and humour)
- Resilience and adaptability
- High levels of empathy
- Cultural responsiveness and interest

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Professional Growth at Harrow Shanghai

A good teacher is always learning, and Harrow Shanghai offers our staff the full range of opportunities to develop their skills and careers. As part of the AISL Harrow group of schools, we also benefit from the AISL Academy who, in partnership with the Institute of Education in London, support staff with accredited courses and a wide selection of high-quality online courses.



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Opportunities include:

- NPQs, IPCSL and NPQH in partnership with the Institute of Education
- AISL Academy access
- Professional Learning Groups in school
- Weekly in-house training in a wide range of areas
- Attendance at leading educational conferences through our membership of FOBISIA and ACAMIS

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Our Community: our school

The Harrow Shanghai community is a close one. Around 500 children from about 350 families come to us from the four corners of Shanghai. They are generally academically able; most children learned English as a second or even third language, though are mostly very capable indeed (English scores are well above UK averages at all levels); and have a wide range of cultural backgrounds, though most have a Chinese cultural heritage.

Families have high expectations but are very supportive and committed to the school. We are an exceptionally open community, believing that relationships are the core of everything in life, and so we develop strong connections to our families through communications and events that draw parents, grandparents and wider families into our school.

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Our Community: Shanghai

Shanghai is an exciting, rapidly changing and developing city. It is a city that doesn't sleep and it will not be long before you see for yourself the strong work ethic of the Shanghainese. Shops close later and working hours of surgeries and other services are longer than you would find in many places. The city is future-orientated, international and open-minded, and this makes it a fantastic and vibrant place to live.

The Huangpu River divides the city into two parts. These are called Pudong and Puxi. Pudong is to the east of the river ("dong" means east in Mandarin) and Puxi is to the west ("xi" means west). The Bund looks across the Huangpu River from Puxi to the gleaming, high-rise towers of Lujiazui in Pudong, the city's commercial centre. Harrow Shanghai is in Waigaoqiao, conveniently close to Pudong International Airport (PVG, 30 minutes), Disney World (30 minutes), Lujiazui (30 minutes) and other attractive areas.

Our teachers can choose where to live: most choose the open, leafy and family-friendly area of Waigaoqiao, which is where you will find the school. But others choose to live in Lujiazui, Huangpu, Jing'an and Xuhui, in the heart of the city.



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Our Community: Shanghai

Travelling around the city is very cheap. A metro journey of an hour will cost 5RMB (approximately 50 pence) and a taxi ride to the airport will cost between 120 and 200 RMB. To make life even easier, there is also Didi (similar to Uber) and this is hugely cheaper than in the UK.

Shopping in Shanghai is something else. It includes the street markets selling tourist souvenirs and antiques, all the way to Louis Vuitton, Chanel and Hermes. Uniqlo, Muji and IKEA are also in everywhere. Most staff do their grocery shopping online. 'Epermarket' is very reliable and is a well- stocked grocery delivery services. Delivery is very cheap, if not free, when you spend over a certain threshold, and the variety of stock on offer is impressive.

The Chinese have really taken to shopping online, and Shanghai is home to the biggest online store in the world, Taobao. Think of eBay and Amazon on steroids and you are on the right lines. For the most part, Shanghai is a cash-free city where you pay for most day-to-day goods using a WeChat or AliPay app on your mobile phone. WeChat is similar to WhatsApp – only you can run your entire life through it!



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Our Benefits

Competitive Remuneration

- Role-benchmarked base salary
- Discretionary annual performance bonus

Medical & Wellbeing

- Comprehensive medical insurance will be provided to eligible staff and dependents

Family Support

- Tuition remission will be provided to eligible staff

Career Growth

- CPD provision & sponsorship
- Career opportunities across our AISL Harrow school networks

Expatriate Package (where applicable)

- Housing Allowance
- Relocation and repatriation flights for employee and eligible dependents
- Annual flights for employee and eligible dependents
- Relocation and repatriation allowance



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How to Apply

If you are interested in finding out more about us, or working for Harrow Shanghai, the process is straightforward.

If a position has been advertised on the T.E.S. (which is where we post all of our positions), please follow the links to our recruitment portal. You are welcome to visit the portal at any time, of course, and to apply for any positions we have available:

https://career.aisl-edu.com/home/school?n=Harrow_Shanghai

For more information about the school, please visit our website: <https://www.harrowshanghai.cn>

The next steps after this will depend on the candidate, but will include conversations with senior staff other leaders at the school.

Harrow Shanghai takes its safeguarding and child protection responsibilities seriously. All adults in the School community are required to undertake a full safeguarding process, including social media checks. Please see the school website for our [Safeguarding policy](#).



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