

**DULWICH COLLEGE | SHANGHAI PUXI |**  
上海德威外籍人员子女学校（浦西）



# *Developing your career at Dulwich College Shanghai Puxi*

A Guide for Candidates



GRADUATE  
**WORLDWISE.**<sup>TM</sup>





## OUR COLLEGE

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*"I believe in the importance of our profession and the endless possibilities of a quality education."*  
*David Ingram, Founding Head of College.*

Dulwich College Shanghai Puxi was founded in 2016. The College has quickly established itself as one of the standout international schools in the city. Known for our warm welcome and positive relationships, we live by our College values;

**Aim high and work hard**  
**Be kind and respectful**  
**Make a difference**

We are inviting applications from teachers who are fully aligned with these values and demonstrate our professional demeanors:

- We believe that every child deserves a champion
- We believe that getting better never stops so we all have a professional obligation to improve as teachers.
- We understand that this will involve stepping out of our comfort zone
- We believe in a culture of the possible, where we can all make progress beyond what anyone, including ourselves, could have imagined
- We believe that truly great teaching is that which improves students' progress.
- We believe an evidence-informed approach to teaching and learning helps us identify what works best in the classroom.
- We believe that hard work is the key to success for staff and students.
- We believe that you cannot just wish teachers and students to be better - you have to create the conditions for them to grow.
- We believe basic literacy and numeracy are essential to students making good progress.
- We welcome diverse ideas to solve problems.
- We believe that feedback should be timely and respond to the needs of the individual student so that they can actively engage with the feedback.
- We value professional generosity.
- We believe that we all have a professional obligation to exercise mutual leadership
- We acknowledge that we all make mistakes.
- We believe that everyone has a responsibility for service, sustainability and global citizenship.
- We believe that everyone has a responsibility for contributing to enrichment and community events.

This list reflects our strongly held beliefs and also draws upon Putting Staff First by John Tomsett and Jonny Uttley





## OUR CAMPUS

Set in a stunning green campus, Dulwich College Shanghai Puxi is a purpose-built international school with exceptional facilities. We are proud to serve our diverse community, which reflects our cosmopolitan Asian setting in Shanghai. The language of instruction is English although the majority of our students are second language learners. The College is growing year on year both in terms of enrolment and the age of our students. We currently run classes up to Year 11 and are very excited about the commencement of our first IB Diploma cohort in 2021-2022

To find out more please visit our College website <https://shanghai-puxi.dulwich.org/> and follow us on;





## PROFESSIONAL LEARNING

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Professional learning at Dulwich College Shanghai Puxi is something really special. When you work hard to recruit excellent teachers, you know that they want to stay 'excellent'. Our bespoke professional learning pathways are designed around each teacher to add value to their skills and competencies, keeping them, and the school, at the forefront of pedagogical developments. What else would you expect from Dulwich – with a long-standing tradition of pioneering advancement in the field of education, spanning 400 years? Most importantly, when we recruit talented teachers, we aim to ignite their passions to create the best schools in the world.

Whether you are a drama teacher, Early Years practitioner, middle leader, or recently qualified professional, Dulwich College Shanghai Puxi engages in a number of exciting relationships in order to create thought leaders in their field, and utilises proven approaches to authentic school development. Since opening in 2016, our staff have benefitted from up close collaborations with Roy Blachford, Alistair Bryce-Clegg, Evidence Based Education, the University of Melbourne, and Dr Helen Street. Their expertise has also been developed through quality, long-term relationships with the Royal Shakespeare Company, Impact International, and Focus Education.

Our learning culture is pervaded by evaluation, tenacity, and future focused thinking. From the acorns of action research, to professional learning communities, to our very own Pioneering Spirit Awards, we ensure that our College faculties are tireless improvers. We are looking for team members to invest in the future of this exciting, growing, young school. We hope you'll fit right in.

**Christine Haslett**  
**Deputy Head of College, Head of Primary and Professional Learning Lead**





## KEEPING OUR STUDENTS SAFE

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Dulwich College International is committed to safeguarding and promoting the welfare of all the students in its care and expects all applicants to share this commitment. We follow safe recruitment practices that 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, and successful references.



## OUR COMMUNITY

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*“Community is at the heart of College life at Dulwich College Shanghai Puxi. With a wide range of community events throughout the year, strong parent involvement at all levels, and an active Friends of Dulwich parent-teacher association, there is a genuine sense of collaboration between the school, parents and students. From the moment you join the College you will feel welcomed and part of a vibrant, friendly and caring community. This is invaluable, as we all seek to make this our home away from home”*

Dulwich College Shanghai Puxi is a growing community made up of ethnically diverse expatriates and returning Chinese families who have spent time studying or working overseas. As a community, Dulwich parents are internationally minded, well educated and well travelled. They are typically very supportive of college initiatives and activities. Whether we are hosting a concert, coffee morning, BBQ, winter ball or Saturday morning football tournament against other international schools, Dulwich families are always there in force with a great sense of spirit.

Dulwich families truly value the rigour of our curricula and academic offering, while also respecting and valuing our holistic approach and wide range of enrichment and co-curricular opportunities. Mandarin language skills and an appreciation of Chinese culture are also of particular importance to our community: a focus we share and celebrate.

Life at Dulwich College Shanghai Puxi is rich, vibrant and engaging. Everyone has a chance to get involved and make a difference.

**Piers Matthews**  
**Director of Marketing and Communications**





## LIVING IN SHANGHAI

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Founded in 1291 as a small fishing village on the Yangtze River Delta, Shanghai has become China's most prosperous and cosmopolitan city, with an estimated population of over 24 million. The city spans both sides of the Huangpu River. Puxi, on the west side of the river, is filled with a fascinating array of old and new architecture, while Pudong, to the east, evolved from farm land to skyscrapers in the space of about a decade, starting in the mid-1990s. Shanghai's history is unique in China. Puxi, with its tree-lined streets, art deco buildings and charming old villas, is filled with remnants of the European presence in the city, which dated from the mid-19<sup>th</sup> century and reached its zenith in the 1930s. Puxi also saw the founding of the Chinese Communist Party and was home to Dr. Sun Yat Sen and the Soong family. Pudong, across the Huangpu river, with its meteoric development, bears witness to the unparalleled economic growth that China has experienced in recent years. The people in Shanghai speak mandarin Chinese ("putonghua") as well as the local dialect, Shanghainese ("shanghainhua"). Street signs and maps are usually written in both English and Chinese characters, and a number of apps are available that provide information and directions in both languages. The Shanghai metro is inexpensive, covers a huge portion of the city, and is very simple to use, with station signs, directions, and ticket machines in both Chinese and English.





The first thing you'll notice when you arrive in Shanghai is that it is not as you expected. Your initial thoughts, readings and advice given to you about China and Shanghai in particular are mainly ill advised. The city itself is amazing, the streetscape in the Former French Concession is amazing, the air quality is much better than you would have thought, blue skies are above, the level of English spoken is high and the quirky way things seem to get done is just fabulous.

### **Orientation and Induction**

The College provides a comprehensive orientation program which enables you to settle into Shanghai seamlessly. Before you arrive, you will be buddied up with an existing staff member to enable you to ask about all those; what do I bring to china questions. Once arriving, the program will cover topics such as; Living in Shanghai, Chinese Culture, Shopping for Essentials and administrative tasks such as getting your residency permit, organizing your banking, your SIM card and transportation.

Induction into the Colleges procedures and practices is as equally comprehensive. We cover off all Academic Responsibilities, Safeguarding and Business Administration functions of HR, Finance and IT. A team building day with your new colleagues is always a highlight of the Induction program.

### **Salary Package**

Your package offers first and foremost, a base salary that has been bench marked against the Education Industry in Shanghai. Together with your base salary, a gratuity payment is provided after two years of service. You will have the option of paying your monthly salary into a local Chinese bank account, your home country bank account or a combination of both. This make it easier to plan for savings or other exciting ventures.

As well as a competitive salary, the College offers a flight allowance which will cover a minimum of one flight per year to your home destination, full medical cover, a laptop, accommodation package.

Taxation within China is based on an accumulation method but does average out to approximately 15% - 20% of your gross salary.



### Accommodation

Two or Three bedroom apartments, for families, are provided as part of your package. This can be either in the College provided accommodation or a housing allowance, equally to the College provided accommodation, is given to enable you to live in an apartment of your choice.

The College provided accommodation is in the Minhang area, 12km's from the College.

*"Living in Shanghai is a wonderful experience. Whether it is culture, night life, music, sport or even just relaxation you are after, you will find it all here. I encourage you to explore, explore, explore! Work hard but enjoy your time in Shanghai at the weekend and during holidays. It is one of the best places in the world to live and I advise you to live it to the full. My favourite things to do are to go into the French Concession at the weekend and relax with a coffee in one of the many cafés, then take a lovely brunch at one of the amazing restaurants and unwind with happy hour drinks at a rooftop bar! There is so much to do that every weekend can be as different as you want it to be!"*

We look forward to welcoming you next year to a warm, friendly and exciting place to work and to the wonderful city of Shanghai!





## APPLICATIONS

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FOR THE LATEST VACANCIES VISIT

<https://shanghai-puxi.dulwich.org/careers> or email us below:

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Interested applicants should email their Cv, a recent photograph, a covering letter of application, a statement of their educational philosophy and full contact details of three referees, one of whom should be your current employer to **recruitment@dulwich-shanghaiminhang.cn**

We may request a telephone or online video conference interview with long-listed candidates for some positions.

We will automatically request references for all shortlisted candidates.

Interviews with shortlisted candidates may take place in one of the following venues:

- Online
- Dulwich College Shanghai Puxi
- Dulwich College London



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