

CANDIDATE PACK



DULWICH COLLEGE

| SUZHOU |

苏州德威外籍人员子女学校



Would you like to:

- *Join one of Asia's most successful and innovative schools?*
- *Work in a city called both the 'Venice of the East' and the 'Silicon Valley of China', combining tremendous green beauty and industry innovation?*
- *Be near other major cities in China, such as 25 minutes from Shanghai?*
- *Participate in development that combines world class innovative curriculum design, with academic excellence, holistic growth and unique careers insight for all students?*
- *Connect with 400 years of premium education through Dulwich College London (founding school), 1000 years of history through SIP High School Suzhou (our local founding partner school), and a network of pioneering international schools through our overall group 'Education in Motion' (EIM) that includes other Dulwich schools, the Green Schools and more?*
- *Be part of one of Asia's top award-winning schools, that pioneers in various areas such as language development, sustainability, industry engagement and pastoral care.*
- *Engage in award winning Professional Development and a culture of unique student & staff research?*
- *Experience the support of a close staff community who all enjoy learning and supporting each other. Appreciate the open space and healthier air of parks, lakes and canals, the calm yet modern infrastructure and greater community feel of Suzhou?*
- *Enjoy the smile, hard work and care of some of the most diligent and positive students you could wish to meet every day...?*

**... Welcome to Dulwich College Suzhou and the city of Suzhou, China.
We look forward to receiving your application**



INTRODUCTION TO DULWICH COLLEGE SUZHOU

DULWICH COLLEGE SUZHOU OPENED IN 2007 AND IS RECOGNISED AS THE LEADING INTERNATIONAL SCHOOL IN THE REGION. OUR COLLEGE IS A CO-EDUCATIONAL DAY SCHOOL FOR STUDENTS FROM AGE 2 TO 18.

Dulwich College Suzhou opened in 2007 and is recognised as the leading international school in the region. Our College is a Co-Educational Day School for students from Age 2 to 18. Currently, we have over 650 students, spanning over nearly 30 nationalities.

Dulwich College Suzhou is academically selective and follows an enhanced British and international curriculum, adapted for the needs of our international student body.

Our academic curriculum is complemented by rich co-curricular programmes. We prioritise holistic education and academic excellence, tradition & innovation, sustainability, and community. Our graduates go on to study at leading universities in the UK, USA, Canada, Korea, and around the world. Our average IB results for the Class of 2025 is 36.92 with a 100% pass rate and 32% of our students scoring between 40 - 45.

One of the most formidable statistics here is having the highest amount of bilingual diplomas in the group, showing how we are a school in skilful in supporting children of non-native English speakers. This reflects why we are the first school in Asia to achieve 'Language Friendly School' certification. Our school is also accredited by CIS, WASC, IB and NCCT.

The close collaboration among our Colleges and with the founding school, Dulwich College in London, gives our students and staff unique opportunities to participate in network events and benefit from the group's relationships with leading educational and artistic organisations. Suzhou is called the 'Venice of the East' and Sustainability is one of our core values, cemented by the wonderful holistic opportunities in the community and across the group, be it Green School Bali, HIF school in Switzerland and much more.

Cultivating a 'pioneering spirit' that enables our students to be effective global citizens across the community and passionate lifelong learners is why we are pioneering programs like the IBCP and developing bespoke inquiry programs. We are a growth mindset organisation which prides itself on investing in award winning professional development and care for our staff and students, which is why our pastoral programs were shortlisted in the top three best pastoral program awards recently. Dulwich College Suzhou is a place where we foster passion, compassion and perseverance across the community.

[School Facilities Video](#)

[15 Year Anniversary Video](#)

OUR PURPOSE

Vision/Mission:

Live Worldwide to make a positive difference.

Live Worldwide = Lifelong Learners + Sustainable Global Citizens

Core Principle:

Students Come First

Motto:

Building Bridges to the World

Values:

Academic Excellence, Community, Sustainability,
Tradition & Innovation

High Quality Learning & Teaching

Purposeful, Personalised, Relational, Adapted & Applied

Sustainability & Global Citizenship:

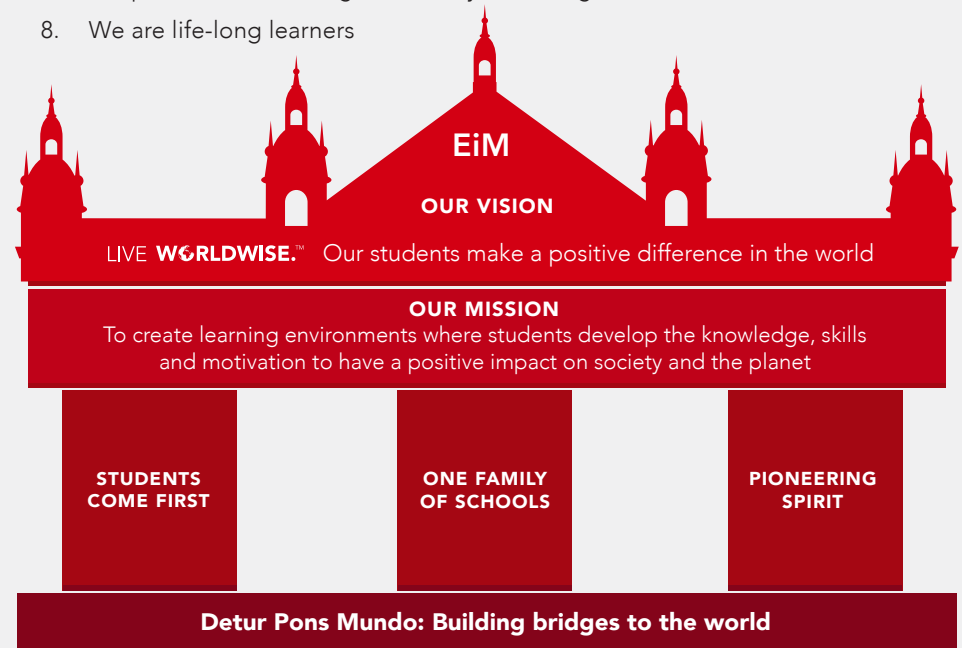
Connecting with and caring for people, planet, economies,
and service leadership

LIVE
WORLDWIDE.[™]

DCSZ 8 Guiding Statements:

Our Guiding Statements guide our day-to-day actions inside and outside the classroom to fulfil our 'purpose'. As a community, this helps us make the most of our learning and creates proactive, independent and motivated young learners.

1. We learn from everything we do
2. We challenge each other to be the best we can be
3. We ask questions to understand our world
4. We learn and work together
5. We care about our world
6. We respect and celebrate our differences
7. We persist with challenges as we try new things
8. We are life-long learners



STUDENTS COME FIRST

At Dulwich College Suzhou, students come first. And because teachers play an extraordinary role in nurturing our students to become confident, curious and knowledgeable global citizens, EiM teachers are at the heart of everything we do and every decision we take. Whether it is in the on-campus or online environment, all our learning experiences are designed with the needs, talents and capabilities of our students as the focus. We believe that children should be respected and their views should be heard. Helping students cultivate their own voice and choice in the way they learn, and enabling them to become mature learners who can take ownership of their learning, is a big part of life at Dulwich. This is Student Agency and it is critical for academic success and university life.

The College provides a safe, secure and stimulating environment and believes in educating the whole child. Children gain knowledge and understanding of the world by questioning and actively solving problems and working collaboratively together. Awareness of the natural world and its resources is important as children learn to live their lives honestly with a spirit of respect for themselves and others. The College challenges each child to be the best they can be and supports them in developing a lifelong love of learning.





LIFELONG LEARNING AND PROFESSIONAL DEVELOPMENT

LIFELONG LEARNING TRANSFORMS STUDENTS AND INSPIRES EIM STAFF TO BE THEIR BEST

We treasure the transformative impact that a teacher can have on a student's confidence and achievements. The lifelong love of learning that a teacher can unlock in a young person starting out in the world whether in a single moment, or over the course of an academic year and beyond.

When you value education, learning never ends. So, we understand how important it is to unlock learning and development opportunities for our employees too. We know that by inspiring and motivating our own talent, we'll create the conditions for our teachers to bring their best to their students, for our broader staff to play their part in helping our teachers shine, and we'll make Dulwich College Suzhou a rewarding place to work, for every person. That's why we operate an industry-leading professional learning programme that is embedded in the way we think, the way we live and how we keep students at the heart of our decisions.

Accelerate - Each year, over 50 teachers and support staff from our family of schools take part in the Accelerate programme, which helps middle leaders progress toward leadership roles, build relationships across the group, and solve real life challenges that their school is facing. The 12 month programme includes evidence informed formal training, action research and hands on learning. 93% of staff who have completed Accelerate say that it will benefit their personal development.

Leadership coaching - All of our staff at Head of School or equivalent level are offered one to one coaching with a professional external coach, to help them develop and refine their leadership skills and continue progressing in their careers. This is an example of our commitment to wellbeing and embedding a culture of support and growth.



GLOBAL CITIZENSHIP AND SUSTAINABILITY

OUR STUDENTS AND OUR STAFF ARE GLOBAL CITIZENS WHO WE EQUIP TO LIVE FULLY, RESPONSIBLY AND SUSTAINABLY

Whether located in your hometown or working overseas, becoming a Dulwich College Suzhou employee creates the opportunity to discover new cultures, consider new perspectives, and be part of colourful, energising experiences. It opens the door to a pioneering network that aims to make a positive impact on society and our planet through education.

By applying their understanding and outlook, Dulwich College Suzhou teachers and staff are empowered to nurture a generation of global citizens who will leave Dulwich College Suzhou equipped and inspired to make a positive difference in the world living fully, living responsibly and living sustainably. In fact, sustainability is not something that we simply teach or learn at Dulwich College Suzhou, it's something we live, a mindset that we weave into our schools and communities, and a core part of Dulwich College Suzhou's identity and values.

Curriculum - Sustainability values are embedded into the curriculum to foster students' lifelong spirit of active citizenship, caring for people and the planet.

Sustainability Commitments - We have two practical and pioneering real world projects in ESG reporting and carbon mapping, which bring our community together to solve problems, create solutions and take action. With comprehensive environmental, social and governance targets, they span everything from design to energy management and reduction, waste reduction, nutrition and vehicle use. Our projects enable each individual take personal responsibility for their environmental impact, as well as create a collective positive impact across the EIM group.

Green Educator Accreditation - Leveraging the Green Schools' important role in the EIM family of schools, we offer all our staff the opportunity to complete the 10 week blended learning Green Educator course, which provides them with a certified and important perspective of the world and education through a sustainability lens.





OUR FAMILY OF SCHOOLS, UNITED BY OUR PIONEERING SPIRIT

BEING PART OF A FAMILY OF SCHOOLS UNLOCKS WORLD CLASS RESOURCES AND
AN INSPIRING NETWORK OF SUPPORT

Each student and each school is unique - but what unites our family of schools are the pioneering spirit we bring to education, our world-class campus facilities and resources, and the breadth and depth of expertise that the EiM network makes possible.

Whether you're working in the city where you grew up, or experiencing a different culture that may be thousands of miles from home, having a broader community with a strong and robust support system, a network of like-minded colleagues and industry-leading resources designed to foster professional and personal growth makes an immeasurable difference.

Our staff love to connect with peers across the EiM network of schools - sharing experiences, building knowledge and swapping ideas that help them become more efficient and effective. We're proud to support our teachers to build these

relationships, and we value the fresh thinking and new perspectives that they create.

ConnectED - Our dedicated professional learning hub, ConnectED, connects staff across EiM, enabling them to complete personalised programmes aligned with their needs, collaborate with and learn from their peers, and share their own professional development with their peers.

Student Events - We host large-scale events that bring together students and teachers from across our family of schools, giving teachers the opportunity to work with students from right across the group. The Dulwich Olympiad is a celebration of Sport, Drama, Music and Art, during which students and teachers work with actors from the Royal Shakespeare Company, musicians work with Oscar-winning composers, and the students' showcase their talents through competitions, performances and exhibitions.

FLEXIBILITY, CHALLENGE AND REWARD TO EMPOWER EMPLOYEES TO THRIVE

WE OFFER FLEXIBILITY, CHALLENGE AND REWARD THAT EMPOWER EMPLOYEES TO THRIVE

We are proud to offer our staff the unique combination of flexibility, challenge and reward that they thrive on. Our teachers relish the opportunity to shape and adapt curriculum content to be well-rounded, relevant and inspiring for their students and their culture. They bring creativity to their classrooms. They innovate to foster new and better approaches to education.

As well as making the here and now more rewarding, these opportunities and connections help Dulwich College Suzhou employees progress further in their careers - both within our family of schools and beyond.

Conceptual - *Based Transferable Understanding*
In partnership with Julie Stern, we are building our teachers' knowledge of how to teach using conceptual-based learning methods that enable students to transfer their knowledge into new situations and apply it to new contexts. As a result of the hands-on partnership that gives direct, regular access to Julie and her team, our teachers are empowered to shape their classroom approaches in line with their students' needs and preferences.

Career Progression and Mobility - *We are proud of employees who have achieved long-term career progression across our family of schools. For example, Miranda Norris has made a fantastic impact through her roles in Suzhou, Singapore and London, building her career to become to Head of School at Dulwich College London.*



WELLBEING AND SUPPORT

WE TAKE ACTION TO ENCOURAGE AND PROTECT STUDENTS' AND
EMPLOYEES' WELLBEING

Dulwich College Suzhou parents care deeply about their children's wellbeing. It's a top priority for us too - just as it's our priority to encourage and protect our own team's wellbeing. On top of a competitive remuneration and benefits package, which for teachers includes medical insurance, housing, flights and tuition, we run a buddy system for new expats to help with settling in, we offer cultural immersion training, and we have counsellors in all of our schools. We work hard to create and sustain a culture where each and every person can flourish. Practical, emotional and logistical support is on hand when it's needed.

Wellbeing Days -

We host regular wellbeing days for our staff, which enable them to come together for wellbeing oriented activities including yoga, cricket, knitting and much more.

Access to Campus Facilities - *Staff have access to our schools' world-class facilities to help them maintain an active lifestyle and enjoy strong physical health.*



THE PERSON

THE SUCCESSFUL CANDIDATE WILL BE ENTHUSIASTIC ABOUT THE ETHOS AND VALUES OF DULWICH INTERNATIONAL. HE OR SHE WILL HAVE THE FOLLOWING KEY SKILLS, EXPERIENCE AND ATTRIBUTES

- A degree and recognised teaching qualification, postgraduate Diploma/Higher degree in education is preferred
- A minimum of 2 years relevant teaching experience
- Detailed knowledge and understanding of the curriculum
- Awareness of current pedagogy and curriculum development
- Effective use of ICT in all aspects of learning and teaching
- Deeply dedicated teaching professional who enjoys working with children, seeing them supported, stretched and smiling
- Appreciate academic excellence and holistic development of students
- Committed to nurturing caring, close relationships with students where you really value and celebrate each child
- Enjoy offering Cross Curricular Activities (CCAs) and supporting work outside of the classroom
- Ambitious in helping students make a difference across the curriculum, campus and community
- Committed to your own ongoing professional development
- Support an ethos of staff wellbeing and high performance culture
- Enjoy working in a team, taking on responsibilities on aspects of team level leadership
- Appreciate a culturally rich community, which also cherishes tradition & modernity, east & west, glocal* ethos
- Enjoy being part of a wider family of schools

* *glocal: taking local action on global issues*



TEACHER BENEFITS PACKAGE

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

Dulwich College Suzhou 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 teachers*

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

ADDITIONAL BENEFITS - *Expatriate teachers*

- Housing allowance
- Airfare allowance
- Shipping
- Worldwide health insurance
- Gratuity
- Consideration is given for 100% tuition fee waiver for children from Reception year onwards
- Entry visa and work permit

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 DCI '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.



LIFE IN SUZHOU

SUZHOU, THE 'VENICE OF THE EAST' AND THE 'SILICON VALLEY OF CHINA'

Situated in the historic city of Suzhou, 25 minutes by train from Shanghai, the College is located in Suzhou Industrial Park (SIP), a new district which is increasingly becoming a destination of choice. Suzhou, founded about 2500 years ago, is famous for its canals, stone bridges, pagodas, and its ancient gardens dating back to the Song Dynasty (960-1279 CE). However, it is also a modern city with good roads, rail links, an underground metro system and modern apartments, sports facilities and shopping malls

The thriving expatriate community is made up of executives in manufacturing, biotech, pharmaceutical, financial industries as well as professors and post graduate students from globally recognized universities such as Duke Kunshan University and Xian Jiaotong-Liverpool University and many more.

Suzhou enjoys four distinct seasons with temperatures ranging from 0 degrees Celsius in the winter, to 38 degrees Celsius in the summer. Western-style medical facilities with international staffing are available in Suzhou, Shanghai and nearby Wuxi. High-speed trains link Suzhou to Shanghai within half an hour, and to Beijing within five hours, making it a great location for exploring the rest of China. The nearest airport is in Wuxi, with domestic flights and flights to Hong Kong, Macau and Taiwan available. The two airports in Shanghai offer flights to cities all over the world.

Public parks, gyms, shopping, are all readily available in the city, and the Suzhou Culture and Arts Centre hosts a variety of musical and theatrical performances as well as a cinema and IMAX theatre. Suzhou Industrial Park is a newly developed business and residential area with affordable and high standard housing and is well known to be extremely family friendly with activities for all ages of children.

Suzhou is called the 'Venice of the East' and the 'Silicon Valley of China' combining green beauty and modern industry, reflecting our values of bridge tradition and innovation, east and west. This is why we are so proud of our sustainability connections, 1000 year old history, pioneering industry developments, such as pioneering the IBCP program, developing industry links throughout the college.' It is a place people typically enjoy more spacious living, cost effective lifestyles, pet friendly environments, cleaner air and many green parks. Life is both exciting and less stressful when it comes to less traffic (saving you time) and warm people around you, where you become known and supported.

[Suzhou Video](#)

EiM/Dulwich College Suzhou students are the global citizens of tomorrow, and every EiM employee plays a part, whether directly or indirectly, in nurturing them to Live Worldwide.

Whether it's having the most innovative, committed and compassionate teachers on the planet to help each student achieve their potential, or the broader EiM team supporting behind the scenes, every single employee makes a difference.

That's why EiM/Dulwich College Suzhou teachers / the EiM/Dulwich College Suzhou team is simply extraordinary.

- To apply for this position you will need to include:
- an application letter
- your CV
- a statement of educational philosophy
- details of three referees from your current and previous employer

Applications should be submitted through our on-line application system at:

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

For further information please see our website at:

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

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.

Click [here](#) for the full safeguarding policy

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.

JOIN US





EDUCATION IN MOTION

EDUCATION IN MOTION (EIM) IS A GLOBAL LEADER IN PIONEERING EDUCATION FOR A SUSTAINABLE FUTURE, INSPIRING GENERATIONS OF LEARNERS TO LIVE WORLDWISE.

OUR STORY

The EiM story began in 2003, with parents Fraser White and Karen Yung who began looking for a school in Shanghai that would provide for their three young children. They wanted a challenging and ambitious education that would prepare their children for the future, moulding them into confident and well-rounded young people who could make a difference in the world. However, their search came up short. A serendipitous meeting with Graham Able, the then Master of Dulwich College in London, resulted in the idea of opening an international Dulwich College in Shanghai – the first Education in Motion school. Today, Education in Motion is a growing family of premier education brands, nurturing more than 11,500 students to Live Worldwide.

OUR VISION

EiM, through its family of education brands, aims to be at the forefront in creating, developing and introducing innovative education programmes that will help global citizens meet the needs of the present without compromising on the ability of future generations to meet their own needs. EiM is dedicated to enabling innovation in education, with the ultimate goal of inspiring generations of learners to Live Worldwide.

OUR FAMILY OF EDUCATION BRANDS





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