

2027/2028 CANDIDATE PACK

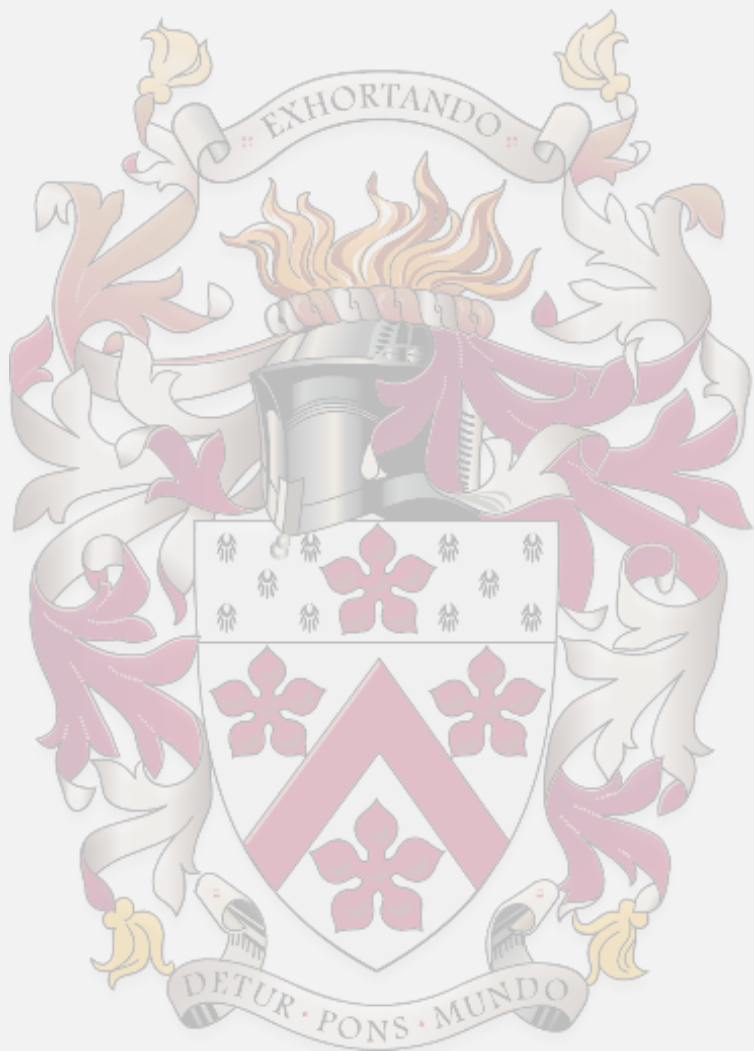


DULWICH COLLEGE

| SUZHOU |

苏州德威外籍人员子女学校





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WELCOME FROM HEAD OF COLLEGE

Thank you for your interest in working at Dulwich College Suzhou (DCSZ). We are seeking an inspirational and innovative educator to join us in 2027. This is an excellent opportunity to make a difference in our fast-growing school in Suzhou, one of China's most vibrant cities.

Our teachers tell us daily that our students are our school's biggest asset. With a current enrolment of 650 students from Nursery to Year 13, Dulwich College Suzhou is academically selective and follows an enhanced British curriculum adapted for the needs of our international student body. Our academic curriculum is complemented by rich co-curricular programmes.

Our College is located in Suzhou, a short 25 minute bullet train ride from Shanghai. The city is modern and clean with a wonderful combination of cultural sites and ancient heritage as well as all the modern conveniences you would expect from a large city. Suzhou is famous for its gardens and is recognized as a UNESCO world heritage area. The gardens, lakes and canals make for an excellent lifestyle for singles and families looking to enjoy the outdoors.

Our College and the group offer excellent professional development opportunities, along with the chance to work with passionate and collaborative professionals from around the world. To the right candidate, working here will be an extremely rewarding experience.

I hope you find this candidate brief helpful. Further information can be found on the school website at [International School | Dulwich College Suzhou](#). We look forward to receiving your application.

Yours sincerely,
Sarah Tielman
Head of College

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 (DCSZ) was the third to join the Dulwich College International (DCI) family of schools, opening its doors in 2007. The College is made up of approximately 650 students from age 2 to age 18, with over 20 different nationalities represented in our diverse student body.

Our links to Dulwich College, founded in 1619, are strong and we collaborate closely with the other schools in the network to encourage an international outlook and create an extended community where academic ability is fostered, creativity is valued, and diversity is celebrated.

DCSZ was named 'the Top IB School in China' in 2024 by IB-schools.com and has achieved perfect IB scores of 45 points for three consecutive years.

Dulwich College Suzhou is academically selective and follows an enhanced British curriculum adapted for the needs of our international student body. Our academic curriculum is complemented by rich co-curricular programmes.

Students in Years 10 and 11 follow the IGSCE curriculum and the IB Diploma Programme and A-Level Dual Programme in Years 12 and 13. Our graduates go on to study at leading universities around the world.

The primary teaching language is English, with a dual language approach in Mandarin and English in the early years (ages 2 to 7). To ensure our students will thrive, we assess the level of English of non-native speakers before an admissions decision is made. Our Mandarin programme is streamed and caters to all abilities. The close collaboration among our Colleges and with the founding school, Dulwich College, gives our students unique opportunities to participate in network events and benefit from the group's relationships with leading educational and artistic organisations.

VISION AND VALUES

At Dulwich College Suzhou, we are a proud member of Education in Motion and the Dulwich College International family of schools. We are guided by our collective vision to Live Worldwide, helping our students make a positive difference in the world.

VISION

Live Worldwide: our students have the skills and motivation to make a positive difference in the world.

MISSION

To create learning environments where students develop the knowledge, skills and motivation to have a positive impact on society and the planet.

VALUES

Students Come First
One Family of Schools
Pioneering Spirit

MOTTO

Detur Pons Mundo: Building Bridges to the World.



STUDENT 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.



ONE FAMILY'S OF SCHOOLS

Dulwich College Suzhou is part of the Education in Motion (EiM) family of schools, whose mission is to pioneer education for a sustainable future.

As part of a larger network, the Dulwich College Suzhou community is provided an invaluable source of support. Not only does this growing network provide parents with choice as their careers take them to new places, but it also enables students and staff across our network to share best practice and opportunities for exchange for both students and teachers.

There are a number of events in which all Schools participate including the Dulwich Olympiad, Dulwich Games and the MADD Festival for media, art, dance and drama. Graduating students also have the opportunity to be part of the group's Worldwide Alumni Network, which brings together alumni from all over the EiM family.

The founding school, Dulwich College, has a close and forward-looking partnership with the growing network of Dulwich College International schools. This is underpinned by an exclusive worldwide charter agreement to champion the Dulwich name, ethos and best educational practice in the wider world. Dulwich College provides advice and support, for example, in the recruitment of high-calibre teachers from the UK, and also in terms of quality assurance with annual inspections of all schools by staff from London.



PIONEERING SPIRIT

A strong pioneering spirit is at the core of who we are.

Dulwich College was the first British independent school to take its practices and ethos to Asia. The School also has produced leading scientists, musicians, artists, entrepreneurs, business people and writers, a number of whom have visited our family of schools to talk of their experiences.

We continue to innovate and pioneer new ideas and practices in teaching and learning, and in all aspects of education through research and innovation. We also work hard to create opportunities that allow our students to exercise creativity and explore entrepreneurship.



Pastoral and Wellbeing

Academic success is nurtured through a comprehensive support system that addresses the diverse needs of students. Our pastoral support team plays a key role in ensuring students feel guided and cared for throughout their academic journey. They offer personalised assistance, encouraging students to build confidence, manage academic pressures, and develop effective study habits. This team ensures that students have the tools and support needed to overcome challenges and reach their full potential.

The counselling team provides a safe and confidential space for students to address any personal or emotional challenges that may impact their learning. Emotional resilience and mental wellbeing are prioritised to help students maintain focus and balance throughout their studies.



Location and Facility

Dulwich College Suzhou is located in Suzhou Industrial Park (SIP), a well-planned and thriving district known for its clean, green environment, excellent infrastructure, and vibrant international community. Our College campus is an expression of our learning philosophy. We offer an educational environment alongside exceptional private school facilities, designed to nurture the intellectual, physical, social, and emotional development of our students. The campus provides outstanding facilities, including multipurpose gymnasium, 50,000 square metres of sports fields, the best all-grass rugby field in Suzhou, tennis and basketball courts, a competition-ready aquatics centre, 700- and 360-seat theatres, two black box theatres, two dance studios, fully equipped science laboratories, music rooms and Art & design technology workshops etc.



THE PERSON

THE SUCCESSFUL CANDIDATE WILL BE ENTHUSIASTIC ABOUT THE ETHOS AND VALUES OF DULWICH INTERNATIONAL. HE OR SHE WILL HAVE THE FOLLOWING 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 Co 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 within 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 pension fund 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 'Silicone 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.



HOW TO APPLY

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 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:

[Find Your Career | Dulwich College International](#)

For further information please see our website at:

[International School | Dulwich College Suzhou](#)

References

Please include within your application (in your CV) the names, job titles, work email addresses and telephone numbers of a minimum of three professional referees. These must include your current and all past employers/line managers that you have worked for within at least the past 10 years.

Please rest assured that no referees will be contacted until we have received your specific permission to do so.

Safeguarding Statement

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, social media checks, as well as due visa and work permit process as required by Chinese law.

DCSZ Safeguarding policy: [Safeguarding | Dulwich College Suzhou](#)

Equity Diversity Inclusion Statement

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.



EDUCATION IN MOTION

Education In Motion (EiM) Aspires To Be The Global Leaders In Pioneering Education For A Sustainable Future. Its Family Of Mission-Aligned Schools Is Committed To Create Meaningful Change For Our World By Empowering Communities Through Innovative Education.

Our Family of Brands



Our Shared Platforms



Education in Motion
CONNECTED

As one EiM family, we want to create *meaningful change* for our world by empowering communities through innovative education. ”



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