



Job Description

Chinese Language and Literature Teacher

ABOUT US

We are Learners, Connectors and Changemakers

At Wellington College China, we offer a pioneering education to serve and help shape a better world. We inspire our children to be the best version of themselves, to take pride in where they come from and to be the change they wish to see in the world.

The Wellington College, United Kingdom (TWC)

Wellington College in England was founded by Queen Victoria in 1859 as a national monument to Britain's most renowned military figure, the Duke of Wellington. Over 160 years later, the College is one of the most respected schools in the United Kingdom and one of its greatest educational institutions – pioneering, innovating and transforming education for girls and boys.

Wellington College China (WCC)

Wellington College China is part of Wellington College Education, a global network of schools united by a 160-year history of excellence with roots in the UK. We operate premium international schools under the Wellington brand and bilingual schools under the Hiba brand. We currently have six campuses in four cities in China, including Tianjin, Shanghai, Hangzhou and Nantong, with a school soon to open in San Francisco as well. Together, our schools serve more than 5,000 pupils.

Kindness Responsibility Respect Courage Integrity

School introduction

Hiba Academy Hangzhou offers a world-class bilingual education for children aged from 2 to 18, beginning in Hiba Academy Hangzhou (Nursery) with the English Early Years Foundation Stage (EYFS) merged with the Chinese Ministry of Education guidelines.

In Primary School and Senior School, we follow the Chinese national curriculum, complemented by a wide range of international teaching resources and materials, and taught within a bilingual learning environment. As our pupils progress to higher grades, they will study IGCSE followed by A Levels in our Sixth Form.

Hiba Academy Hangzhou uses the unique Wellington approach to holistic education encapsulated in our five core Hiba Values: Courage, Respect, Integrity, Kindness and Responsibility. These values instil the defining characteristics of the Hiba Identity: Intellectual, Independent, Inspired, Individual and Inclusive.

This approach ensures our well-rounded pupils are fully prepared for acceptance into the best universities worldwide, leaving Wellington College Hangzhou equipped with the 21st-century skills essential for the future.

Our expansive campus covers over 74,000 square metres and hosts a range of custom-built, state-of-the-art facilities. These facilities are meticulously designed to provide pupils with unparalleled academic and co-curricular opportunities. Among these is our modern boarding house, providing comfortable accommodations for nearly 400 pupils. We have a multi-purpose indoor sports hall with spectator gallery, a 400-metre all-weather track and sports field, two swimming pools, basketball courts and a tennis court. In addition, we have a 560-seat grand theatre, dance studios and several libraries.

At Hiba School Hangzhou, we are dedicated to nurturing young minds, fostering independence and wholeheartedly embracing diversity.

Working for Wellington College China

WCC is an inclusive community of unique individuals with passion, integrity and a commitment to each other. Grounded in the Wellington Values, we are a workplace where ideas are realised, bonds are forged and futures can be shaped together.

We empower our employees to grow, with a confidence that inspires our colleagues, opens new opportunities and adds real value to everything we do.

At Wellington, we are our people, and we pride ourselves on the care and opportunities we provide to our employees. Over 50% of our most senior leaders are promoted internally. We offer an exceptional range of learning and development opportunities. These include our internal and external coaching programmes, the WCC High Potential Leadership Programme and a wide range of academic and non-academic training courses designed to take employees through to middle leadership, senior leadership and beyond. To view our full directory of learning and development opportunities, please see the [WCC Course Directory](#).

Wellington College China has been awarded the HR Asia "Best Companies to Work For in Asia" award for four consecutive years, from 2020 to 2025.



Premium schools with small class sizes and generous non-contact time



Personalised professional development pathways



HR Asia's best company to work for in Asia 2020-2023



Generous salary and benefits

Role Description

JOB TITLE

Chinese Language and Literature Teacher

DEPARTMENT

Academic

LOCATION

Hangzhou

LINE MANAGEMENT

Head of Chinese

OBJECTIVES

The school is seeking an experienced and enthusiastic teacher of Chinese to work collaboratively as part of our diverse and high achieving Chinese team. The Chinese Language and Literature Teacher will plan and deliver lessons to pupils from a range of age groups, based on the Wellington College philosophy and ethos. The Chinese Language and Literature Teacher should strive to support each individual pupil's growth and development, encouraging them as Wellingtonians to be inspired, intellectual, independent, individual, and inclusive. The teacher must demonstrate an understanding of the wider curriculum and administration needs of the school, and achieve high standards by responding professionally, sensitively, and caringly to the needs of the pupils.

KEY RESPONSIBILITIES

Teaching and Learning

- Contribute to the holistic wellbeing of all pupils and specifically to those assigned to your individual care.
- Make all pupils aware of the Wellington College Mission Statement, Values and Identity base including the model of education, their values, aims, and display them in an innovative and informative fashion in the classroom and adjacent corridors.
- Undertake class management and teach lessons independently.
- Assess regularly the pupils' work by means of formative and formal termly/half-termly assessments, as directed by the Head of School. Communicate regarding any pupil whose progress or behaviour gives cause for concern.
- Monitor and evaluate constantly the effectiveness of your own teaching, maintaining good standards of practice and ensuring progression.
- Participate fully in the Staff Appraisal system, with classroom observation of colleagues and a willingness to be personally observed within the classroom. Submit books, records or planning as required for monitoring by colleagues.
- Be involved in developing, implementing and monitoring all College policies regarding the subject, and to assist in the necessary documentation pertaining to the subject, where required by the Head of School.
- Assist with the resourcing of the subject and work with the Head of School in drawing up the annual order.
- Apply consistently and diligently the rules of the College in order to maintain discipline, standards of dress and to safeguard the happiness, safety and wellbeing of all pupils, to ensure that pupils know, understand and follow the College rules.
- Provide opportunities for the community to be involved in pupils' and setting success.
- Implement the national curriculum standards effectively.
- Deliver Chinese language, literature and cultural curriculum tailored to the needs of bilingual/international school pupils.
- Provide differentiated instruction to meet the diverse learning needs of students.

Home-School Communication

- Make parents feel welcome and build good relationship with parents.
- Introduce information regarding School English curriculum.
- Collect information of pupils' interests and growth from parents.
- Stimulate pupils' study by making use of parents' strengths.
- Provide consultations and support to parents' enquiries.
- Share pupils' information provided by parents with co-teachers.
- Communicate with parents on a regular basis, as directed by the Head of School.
- Attend Parents' Meetings as required and provide accurate, honest information regarding the progress of individuals in English.
- Report to the parents in the form of regular written reports, and when additionally required by the department head and Head of School.

Professional Integrity

- Be positive and build good relationship with colleagues.
- Complete tasks assigned on time.
- Provide cover for absent colleagues as and when deemed necessary by the department head and Head of School.
- Play a full role in the weekly extra-curricular activities programme. The programme will take place outside of the prescribed teaching hours, as directed by the head of department and Head of School.
- Make a significant contribution to college assemblies, and newsletters, and by so doing highlight the work carried out by pupils in the subject.
- Promote an ethos of equality and equal opportunities for all pupils within the setting.
- Protect privacy of pupils, pupils' families and colleagues.
- Maintain the highest standards of care, child protection and safeguarding at all times.
- Emphasise the importance of safety and of safe methods of working in the classroom, and indeed in all areas of the College and the curriculum.
Communicate to the pupils that they must take a responsible attitude to equipment and materials, with which they have been provided, and that they will be punished and possibly charged for damage inflicted upon College property.

- Carry out duties in the College as required and timetabled by the Head of School. This will include playtime supervision, lunchtime supervision and after-school supervision.
- Maintain, with the rest of the teaching staff, high standards of conduct both in and out of the classroom. Act always in a way that conforms to the College ethos and values, and is in the best interests of the pupils.
- Set high expectations and standards for the achievement of pupils and your personal performance.
- Contribute as fully as possible to the annual calendar of College events, in whatever way possible.

Professional Development

- Be familiar with the recent development of IGCSE and A level teaching theory and practice.
- Improve yourself through continuous study and be willing to try new ideas.
- Be willing to accept others' good ideas and share your opinions.
- Frequently reflect on your work and share your experience with the international teaching partner and other colleagues.
- Support the College Development Plan generally and in so far as it relates to English subject.
- Attend and participate fully in Wellington College Staff Development and INSET programmes.
- Attend staff meetings and briefings as and when required by the head of department, and Head of School.

BASIC QUALIFICATION

- Hold a Bachelor's degree related to your subject specialism. Chinese Language and Literature major preferred.
- Fully qualified as a teacher (holding teaching certificates such as PGCE, QTS etc)
- Fluent English, spoken and written.

EXPERIENCE

A minimum of 2 years of teaching experience within your subject specialism at a high performing school.

EXPERTISE

- Excellent subject knowledge.
- Prior experience of teaching IGCSE and A Level courses in your subject specialism is essential.

PREFERRED APTITUDES

- Be able to assess pupils' interests, needs and developments.
- Be able to develop curriculum.
- Open, proactive, patient and caring.
- Proficiency in Microsoft Office.
- International and bilingual school working experience is preferred.
- Cross-cultural working experience is preferred.

As an employer of choice, Wellington College China is committed to making professional learning and personal development central to its ethos and approach. WCC fully recognises its responsibilities for safeguarding children. Our safeguarding policy applies to all staff, governors and volunteers working in the Group.

Be You.
Be The Difference