



Job Description

Early Years Class 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 (WCC) was established in 2009 and is the exclusive partner of The Wellington College (TWC) in China. WCC has established three premium

Kindness Responsibility Respect Courage Integrity

Together our schools serve more than 5,000 pupils and employ over 1,200 staff, approximately 40% of whom are expatriates, with the majority being from the UK. Over the past 14 years, WCC has accumulated a wealth of experience in school establishment, campus construction, operation and management, talent development, curriculum design and teaching provision.

School introduction

At Hiba Academy Hangzhou (Nursery), we believe that every child has the right to a well-planned, joyful, and holistic education. Early years education has a lifelong impact on how young children view and value learning. Key to our educational ethos is full commitment to the Nursery, with staff, children and parents all playing their parts in creating and maintaining a truly unique and vibrant atmosphere. Our Nursery staff are committed to encouraging our pupils to embrace a wide range of experiences and to foster in them our values and identity.

In furthering the delivery of an international education in a Chinese context, we have merged the English Early Years Foundation Stage Framework with the Chinese Ministry of Education guidelines for 3-6 year olds to support our children.

As early years practitioners, we encompass many roles to multiple stakeholders. In responding to the unique individuals under our care, we combine theories of meaningful practice, tailoring them to address the specific needs of the individual child. Though this may differ from the educational experiences of our parents, we assure families that what we do is meaningful for their child. By articulating and linking our educational frameworks and planning to the needs of our children, we are able to constantly monitor and evaluate our practice for further modifications and reflection.

At the Nursery, we celebrate our position as a cultural junction, acknowledge and respect the cultural sensitivities of our setting. In embracing the full marriage of Eastern and Western cultures and educational beliefs, we seek to ensure that the essence of Wellington College runs indelibly through the DNA of our own cultural identity.

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, and over 70% are female. 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 4 years running.

Role Description

JOB TITLE

Early Years Class Teacher

DEPARTMENT

Academic

LOCATION

Hangzhou

LINE MANAGEMENT

Assistant Head of Early Years/Deputy Head of Early Years/Head of Early Years

OBJECTIVES

Hiba Academy Hangzhou (Nursery) is seeking an experienced candidate to fill the position of Early Years Class Teacher. We are looking for candidates who understand collaboration and the importance of meaningful relationships as a means to strive for excellence in both their own professional development and for first-class provision for all of our children. Successful candidates will have the energy, experience, and passion to help realise their own and our aspirations.

At Hiba Academy Hangzhou (Nursery) our educators are recognised as role models within, between and beyond our nursery, building a strong sense of community, whilst being responsive to our children, families, and partners.

EXPERIENCE

Our Early Years Class Teacher will be contributing to the development in our nursery of children 2-6 years of age, with extensive knowledge of the appropriate milestones for children within this age group. Placing the image of the child firmly at the centre, our educators have experience and confidence in educating children with individual goals, dreams and impressions of the world around them - working successfully with their families and other experts in our community.

An imaginative and creative approach to early childhood education is practiced in our classrooms and our class teacher will be working in close partnership with their teaching team using a responsive project-based philosophy that encourages children to make their own discoveries, experience collaboration, and have confidence in their independence. Children, families, teachers, and the environment form a complete circle of learning inspiring all to join in the process.

PROGRAMME AND PRACTICE

- Contribute to a setting that is underpinned by an image of a strong and capable child.
- Demonstrate an interest and ability in using the Early Years Foundation Stage EYFS.
- Document the experiences of all children by making learning visible through learning stories, reflective journals, transcribing pupil's work, observations, and narratives.
- Use a strength-based approach in assessment and reporting to encourage the highest levels of wellbeing and involvement.
- Build on the interests of children through listening and reflecting within a co-teaching partnership.
- Use technology with children as a tool for learning, organising ideas and sharing with the wider community.
- Take advantage of serendipitous happenings and be flexible enough to extend learning at these times.
- Adhere to child-to-adult ratios throughout the day.

CARE AND WELLBEING OF CHILDREN

- Ensure each child has a sense of belonging within their classroom and learning environment.
- Maintain the highest standards of care, child protection and safeguarding at all times by upholding the 3Ps: Protection, Provision and Participation as outlined in UN Convention on the Rights of the Child.

FAMILIES

- Understand the importance of building authentic relationships with families, knowing such understandings can lead to greater learning outcomes for children.
- Value families as important partners in the work of the nursery by maintaining frequent contact and can work with them in the classroom and nursery.
- Communicate with families and the wider community about the programme, including presentations, workshops, through online platforms and parent meetings.

ENVIRONMENT

- Plan an inspiring learning environment that fosters independence, inquiry and learning progression.
- Maintain respect for the learning environment and resources, both indoors and outdoors.
- Order resources to support and extend learning in the classroom, learning spaces and community.

PROFESSIONALISM

- Model and promote our values: kindness, courage, integrity, respect.
- Commit to regularly collaborating with peers to understand and extend children's theories, thoughts, ideas and questions.
- Attend all team meetings and committees as necessary and take on portfolio responsibilities within the team.
- Confident in Microsoft Office (Excel and PowerPoint) and database systems.
- Adhere to all procedures and policies as outlined in the Staff Handbook.

BASIC QUALIFICATION

Education: Bachelor's degree and relevant teaching qualifications and certificates. Major in Early Childhood Education (desirable)

Language: English/Chinese

Working experience:

- At least two years' experience in early years, with a proven pedagogy to a reflective and responsive learning environment.
- Experience working cross culturally an advantage.
- Familiarity with the philosophies of the schools of Reggio Emilia is preferred.

PREFERRED APTITUDES

- A spirit of collaboration, stamina, drive, a sense of humour, a passion for children, positive nature, and a love of professional and lifelong learning form our fundamentals.
- Embraces every aspect of childhood and have an openness and willingness to learn about pedagogical practices that may be unfamiliar.
- Strong ability to embrace change and to work to tight timelines.
- Strong mind-set for continuous improvement to meet or exceed expectations.

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.

从心，致远。 Be You. Be More.