



南通惠立幼儿园
Hiba Academy Nantong
Wellington College Education

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

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 was established in 2009 and is mainland China's exclusive partner of Wellington College UK. WCC has established three premium international schools under the Wellington brand, and three private bilingual schools under the Hiba brand, in Tianjin, Shanghai, Hangzhou and Nantong. Wellington international schools teach a curriculum based on the English National Curriculum, whilst the Hiba schools combine the best of the British and Chinese education systems for Chinese pupils aged 2–18.

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.

Hiba Academy Nantong introduction

Hiba Academy Nantong has a total area of 80,000m², making it the largest and newest of the WCC campuses in China. It opened in August 2022 and will offer a 15-year educational programme from Nursery to Grade 12 (presently up to Grade 11). The school has a capacity of over 2000 pupils and also offers weekly and full boarding options for approximately 650. Hiba Academy Nantong boasts teaching areas, boarding accommodation, a theatre, a library, an indoor sports hall, two swimming pools, outdoor football and rugby pitches as well as a 400m all-weather track. All facilities are designed to resemble its premium British counterpart in both look and quality.

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](#).

Role Description

JOB TITLE

Early Years Class Teacher

DEPARTMENT

Academic

LOCATION

Nantong

LINE MANAGEMENT

Subject Coordinator/Head of School

OBJECTIVES

We are looking for specialist, qualified teachers of nursery, reception and year one pupils. Experience in international settings is welcome, and so is experience in multi-lingual environments, and in the UK state or private sectors. Most of our pupils are Chinese and we help them on their journey to developing fluency in English as they progress to primary school at age 6. Every class has English-speaking and Chinese-speaking teaching partners who are supported by teaching assistants and early years assistants.

KEY RESPONSIBILITIES

- Share a commitment to the successful implementation of the vision, mission and goals of Huili School Nantong as we strive to create a culture of excellence.
- Maintain the highest standards of care, child protection and safeguarding always, reporting concerns as appropriate.
- Be a passionate advocate of Early Years pupils learning through play.
- Support a philosophy that values continuous learning and development for adults which is linked directly into pupil learning, school development goals and the school's vision.
- Set high expectations and standards for the achievement of pupils, your personal and your team's performance.
- Promote an ethos of equality and equal opportunities for all pupils within the school.
- Provide abundant learning opportunities and educational experiences that follow the pupil's interests, ensuring that all pupils progress, reaching their full potential.
- Actively promote English and Chinese language development through a range of age-appropriate, stage-appropriate and personalised learning opportunities.
- Contribute to the holistic well-being of all pupils and specifically to those assigned to your individual care through measuring wellbeing and involvement and implementing interventions where necessary.
- Celebrate the achievements of all pupils within the school through a variety of methods.
- Map development and pupil progress against key development indicators for each stage of learning.
- Moderate judgements to maximise validity, producing exemplification of learning.
- Record and evidence learning, progress and attainment through learning journals, One Note, iSAMS and other assessment and recording mechanisms.

- Use multiple sources of data to analyse and monitor progress to ensure that potential for learning is maximised.
- Model and promote the Huili values of kindness, courage, integrity, respect and responsibility in the aim of enabling the Huili identity, which is to be inspired, intellectual, independent, individual and inclusive.
- Provide opportunities for the community to be involved in the success of the pupils and the nursery.
- Contribute to the academic development plan and evolution of the nursery through creating a culture of excellence.

BASIC QUALIFICATION

- Bachelor's degree, teaching certificate
- Early Years Education or related education majors
- Native English speaker
- A minimum of two years of teaching experience

Expertise

- Demonstrate personal and professional authenticity always
- Be solution-driven, as opposed to problem-focussed in attitude and practice
- Imbue determined practice always
- Accept responsibility, and be accountable for the development, progress and achievement of pupils
- Have a thorough understanding of the key development indicators used a framework for developing learning opportunities to all pupils
- Follow pupil's interests and needs so that the potential opportunities for learning are maximised

- Demonstrate effective planning and organisation for learning by: for example, uploading plans to SharePoint; recording attendance as required; tracking and submitting pupil progress and attainment data accurately and in a timely manner; create a learning environment that maximises the conditions for learning, deploying adults appropriately to ensure that all adult interactions also maximise the conditions for learning
- Motivate pupils to stretch their level of ability and potential through engagement with a stimulating learning environment and the use of effective adult interactions
- Set high expectations; and design learning opportunities and instructional experiences that meet the needs and stimulate active learning by all pupils
- Select appropriate materials for implementation of the
- specific pedagogical approach used and adapt materials and methods to the learning needs of all pupils
- Use resources effectively to support learning in the classroom and the indoor and outdoor learning spaces throughout the nursery
- Promote the characteristics of effective learning, the art of questioning, clarity of learning expectations, communication in large and small groups and with individual pupils in an atmosphere of mutual respect, independent thought and expression
- Work cooperatively with parents and generate trust and confidence in the learning experience of pupils
- Participate in the development of policies and promote a culture of excellence
- Use technology effectively for learning, record keeping, other administrative tasks, and communications
- Share responsibility for professional and collaborative team relations
- Serve, when asked, as a coach and mentor for other staff members
- Adhere to professional, ethical principles and practice

- Continually strive to improve the learning spaces, learning opportunities, teaching / facilitating techniques, and collaborative relationships
- Share responsibility for marketing Huili Nursery Nantong in the community
- Display personal qualities that reflect favourably upon the nursery
- Display pride in being a teacher and a member of the Huili Nursery Nantong team by displaying full participation in the nursery's culture
- Attend all team meetings and committees as necessary highest quality learning experience
- Identify and participate in professional development opportunities and contribute to a professional learning community dedicated to ensuring the highest quality learning experience
- Be familiar with and support the management team in the effective implementation of the setting's Health and Safety policy
- Adhere to all procedures and policies as outlined in the Staff Handbook
- Promote an understanding of the culture and heritage of China and display professional conduct in line with the culture and religious expectations of the country

PREFERRED APTITUDES

- Excellent communication and interpersonal skills, and preferably proven ability to communicate effectively with different types of people and in a cross-culture environment
- Strong grasp of international best practices in education
- Strong passion for education and pleasure in working with young people
- Proven ability to work with metrics, numbers and trends, and develop recommendations for action based on analysis of data
- Personal integrity, accountability and authenticity
- Strong mindset for continuous improvement to meet or exceed expectations

- Commitment to quality and attention to detail
- Demonstrate competence in areas such as IT, budgeting, personnel development and information systems
- Experience of working in bilingual schools would also be an advantage

To apply for any of the positions advertised, please visit our [recruitment page](#) and complete the online application form. Please remember to attach a copy of your CV and a formal letter of application (maximum one A4 page as a Word or PDF file) addressed to Mr. Simon Kenworthy, Master of Hiba Academy Nantong.

Our hiring practices will prioritise selecting the individual best suited for the job based on experience, expertise, competencies, and credentials. Hiba Academy is committed to applying its equal opportunities policy at all stages of the recruitment and selection process.

Hiba Academy and Wellington College Education fully recognise their responsibility for Safeguarding & Child Protection. We place the safety and well-being of our community at the heart of all we do. All staff understand the central importance of this commitment and undergo annual training in child protection policies and practices. To ensure the safety of our community, employment with Hiba Academy will be contingent on the successful completion of a background check.