



Information for Job Applicants
(expatriate teaching staff)



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Overview

RGS Guildford, Nanjing (RGS Nanjing) is the first of a number of schools in China opened through an exciting partnership between Gemdale Education in China and The Royal Grammar School in Guildford, UK. The school was opened in August 2020, with approximately 55 students in Grades 1, 2 and 3 (UK Years 2, 3 and 4), 25 students in Grade 7 (UK Year 8) and 20 students in Grade 10 (UK Year 11).

The curriculum up until the end of Grade 9 (UK Year 10) has at its core the Chinese National Curriculum (CNC), which is delivered in Chinese by local teachers. However, there is crucial input from expatriate



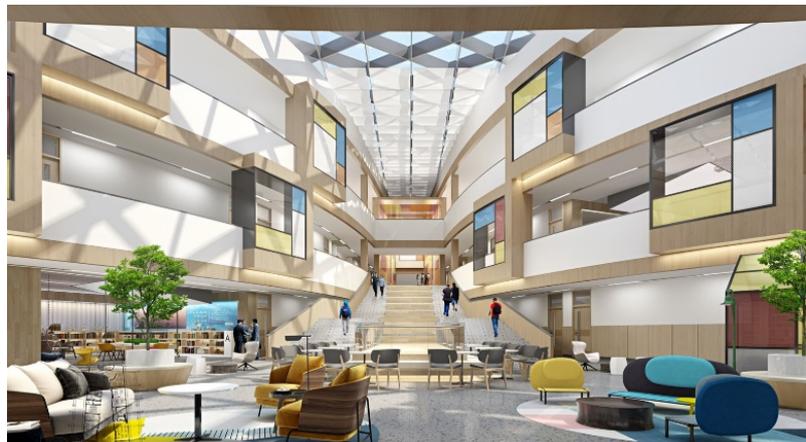
staff. The academic curriculum is augmented with additional content and skills in preparation for the Senior High School curriculum. Expatriate staff also have a significant role in the delivery of the co-curriculum programme.

The curriculum in Grade 10 (UK Year 11) is a bridging programme, designed to facilitate the transfer

of students from the CNC to A levels, which will be studied in Grades 11 and 12. With the exception of Mandarin, the Senior High School curriculum is delivered mostly by expatriate staff with experience of delivering a British curriculum.

The academic focus is on STEAM, but will not be limited to those subjects. It is anticipated that the majority of students attending the school will pursue further education in countries including the US, the UK, Australia and Canada. Therefore, one of the principal objectives of the school is to produce students with good A level results and, at least as importantly, a rounded young adult with the skills to thrive in pursuing further education courses, internationally.

The majority of students will board at the school during the week. Whilst RGS Guildford and



the UK Principal have a close interest and input to these arrangements, the boarding school is staffed and operated by local house parents.

The Royal Grammar School, Guildford



The Royal Grammar School was founded in Guildford in 1509 thanks to a bequest from Robert Becketingham, a Freeman of the City of London. In 1555, an imposing Tudor school house at the top of the High Street in Guildford was purchased. As the architectural heart of the School, this original building is a landmark in the local town. Over the centuries, the RGS acquired further buildings and there has continued

to be significant development of facilities over recent years. In 1978 the School acquired the prestigious and very successful Lanesborough Preparatory School, also in Guildford. Lanesborough continues to enjoy close links with the RGS; both schools are owned by the same charity and share the same Board of Governors.

Today the RGS continues to grow and flourish, while retaining its proud historic roots and traditions. It is consistently one of the top boys' schools in the country at both GCSE and A Level, according to the national league tables. The School is extremely proud of its Oxbridge record. In the last decade alone, over 350 offers have been achieved at Oxford and Cambridge.



The chained library (pictured below) is one of just a handful in the country, and serves currently as the headmaster's office. It boasts many treasures, including an early copy of Sir Isaac Newton's *Philosophiae Naturalis Principia Mathematica*.



Despite an illustrious history, RGS is very much a modern and forward-looking school. It opened its first international school in Qatar, in 2016. Another is due to open in Dubai in September 2021, and of course the Chinese schools in partnership with Gemdale Education represent a significant expansion. RGS is committed firmly to international education and continues to explore further global development opportunities.

Fundamental to all that RGS does are its core values: Scholarship, Inclusivity, Tenacity, Service, Integrity and Respect. Gemdale and RGS are both committed to bringing an RGS education to Nanjing.

Gemdale Education

(a wholly owned subsidiary of the Gemdale Corporation)



Gemdale Corporation was established in 1988 in Shenzhen. Gemdale was listed on The Shanghai Stock Exchange in 2001. It acquired Frasers Property which is listed on The Hong Kong Stock Exchange and was renamed as Gemdale Properties and Investment in 2012. Gemdale first stepped into the US market in 2014 in San Francisco. The group's sales revenue in 2018 was RMB 162.3 billion, running total assets of RMB 278.4 billion.

Forbes ranks Gemdale as 169th amongst all employers globally. In 2018 it ranked Gemdale as the top real estate company in China.

At a time of great change in education, unseen in at least one hundred years, Gemdale Education has the ambition to become a major player in the education market.



Original Aspiration of Gemdale Education:

- We are not here just for another business.
- We are to make a great company with a mission and responsibilities.



Our Belief :

- An education company without characteristics is like a person without a soul and backbone.
- A company can survive without an idol but not its soul and backbone.



Our Dream:

- For the future of education, we are to build the soul and backbone of Gemdale Education- Science Education.



Gemdale Sports International School

- Proposition: to establish a first-class international state-owned private school in the east of Shenzhen with "high quality, distinctive, international and intelligent".
- Curriculums: Tennis education, Cambridge International Course.



Three of Gemdale's existing schools



Gemdale STEAM International Kindergarten

- Proposition: Character education, happiness education, nurturance education, to lay a good foundation for children's life.
- Curriculums: Oriental Aesthetics, STEAM, etc.



Zhe-STEAM Academy (Community Academy)

- Proposition: with science education as the core and quality-oriented education as the foundation, we are committed to create a scientific qualities education blueprint with advanced thinking
- Curriculums: STEAM, Thinking, etc.

Nanjing

Nanjing has been a capital city under various Chinese dynasties since the Third Century and is one of the four great ancient capitals of China. It has one of the world's largest inland ports and a long-established importance in terms of culture, education, research, politics, economics and tourism.

Nanjing has four distinct seasons. Whilst summer can be hot and humid, particularly during July and August, conditions during Spring and Autumn are ideal. Winter can be cold, but it rarely falls far below freezing.

The school is situated on the West side of the Yangtze in a new development, which boasts a university, a science and technical park and plenty of accommodation near the school. There are shopping areas and restaurants nearby which are more than adequate for day-to-day use. The city centre is probably most readily accessible on Line 10 of the modern and reliable metro system, although taxis are plentiful. It is an excellent place to explore at weekends.

A tributary of the mighty Yangtze, the Qinhuai River (pictured below), flows through the city centre and is one the areas of tourist activity and a place where the local population love to stroll the banks. There are many pedestrianised areas in the city, and exploring on foot is one of the great pleasures it affords.



Public transportation is excellent. There is a modern, well-developed metro that extends to ten lines. Didi (the Chinese version of Uber) is ubiquitous across the city, and a ride is never more than minutes away, with three grades of vehicle available at very reasonable prices. There are two railway stations with high speed trains travelling at up to 350 km/h. The fastest service to Shanghai takes just one hour, with many other fine cities such as Suzhou (often dubbed the Venice of the East) similarly accessible. The fastest services reach Beijing in 3.5 hours. Nanjing has an airport with destinations all over China along with direct international flights to many countries. Shanghai, of course, is a major international flight hub and competition keeps the price of flights to many destinations very reasonable.



One of the great attractions of Nanjing is that it is an easy place for an expat to live, whilst being very much a Chinese city. Unlike Shanghai or Beijing, for example, you can walk for some time in the city centre and not encounter another foreigner. However, the city's residents are familiar enough with tourists and expats, so you do not stand out as an object of curiosity, and enough English is spoken, particularly by the younger generation. There are plenty of western-style shops,

bars and international hotels. For those who want more of this, nearby Shanghai has ample provision and feels very westernised in many areas.

Life as an expat in China has become very much easier over the past decade. Almost everything can be done with a mobile phone, once you have a Chinese bank account set up. Didi makes getting anywhere very easy, and highspeed train tickets can be bought online. Utility bills can also be paid on line, and in fact, "We Chat" has a payment platform that can be used to pay for virtually anything. China has almost become a cashless society just within the past few years. Google Translate (and similar apps) are increasingly sophisticated to the extent that you never need fear that any sort of communication is going to be impossible, and people always seem keen to help.



As a tourist destination, a number of areas of the city are well developed with restored temples and historic buildings. The city walls are particularly impressive, and it is possible to walk long sections of them. Nanjing boasts some beautiful parks as well as the Purple Mountain on the edge of the city. It offers good opportunities for hiking (beyond the manicured park areas). A huge number of restaurants, bars and street food are available, catering for all tastes and budgets. How much money you spend day to day will be down to you, but it is possible to enjoy excellent food and local beer for very little money by western standards. Most home comforts are available in supermarkets, but you do of course pay more for imported goods than for local produce.



Local specialties include fried beef dumpling, chicken dumplings in soup, duck blood soup and pictured below, plum blossom cake and squirrel fish (that's fish said to look like a squirrel when it is fried)!



Nanjing is a lovely city to explore. It is safe and has genuine charm and character along with being a practical and functional place to live. There are some good videos about it on YouTube.



Person Specification and Minimum Requirements



Being part of a team in a new school is a unique experience. It is thrilling and highly rewarding to play a role in a team that will shape the future of a school for many years to come. It is also excellent career development experience that is particularly useful to have with the ever-growing number of British Curriculum schools around the world.

However, it is important to realise that things rarely go totally smoothly in a new school! You will need to be adaptable, resilient, positive and able to contribute in a wide range of areas which will not necessarily be within your comfort zone.

It takes a while to bed in systems, and things that you might take for granted in established schools may not be operating in a new school. None of this should put you off, because the rewards easily outweigh the difficulties, but you need to be prepared for the challenges.

In addition to being a team player, it is important you are able to work independently. In the first year or two, most academic departments will be departments of one, and far from having leadership telling you what to do all of the time, you will be trusted to operate with a high degree of independence.

If this sounds like you, then we would very much welcome your application! The minimum requirements for our founding teachers are:

- Qualified Teacher Status
- CRB/DBS clearance from the appropriate country/countries
- A reference from your current and former employer which will include safeguarding questions
- Native English speaker
- At least 3 years' experience of teaching GCSE (and/or IGCSE) and A levels for the Senior High
- A willingness to contribute well beyond just teaching your subject in terms of pastoral care, sport and/or other co-curricular activities
- A willingness to give up time outside the normal school working day now and again to attend or assist with special events
- An understanding that the work of a teacher is rarely completed solely within the normal school day



RGSG Teacher Profile

Based on the RGS Guildford professional expectations, teachers at RGSG Nanjing will:

- Have an acute awareness of the needs of the individual students they teach to better enable them to reach their potential.
- Possess a thorough knowledge and genuine enthusiasm for the subject taught. Foster a love for learning and nurture students to be engaged, inspired and curious.
- Plan and deliver well structured lessons which fit in with the scheme of work, employing an appropriate range of teaching practices. Teachers are trusted to structure lessons and teach in their own styles and are not required to follow a standard format.
- Carry out formative and summative assessment on a regular basis, and use this to tailor their teaching strategies.
- Report on student progress (and targets) in a timely fashion in the manner prescribed.
- Reflect upon and seek continually to improve their practice, and be willing to engage in collaboration, CPD and an open door policy.
- Insist upon the highest standards of behaviour, based on mutual respect and trust, both in lessons and around the school. Apply rewards and sanctions consistently, in line with school policy.
- Be generous with their time in terms of supporting events such as plays, concerts and sporting fixtures.
- Be willing to assist with school trips from time to time.
- Lead by example in terms of punctuality, appearance, attendance, work ethic and positivity.
- Undertake supervision duties as required, including covering lessons.
- Contribute widely to the co-curricular programme.
- Contribute to the pastoral care of students, for example, by acting as a personal tutor to a group of students.
- Maintain an awareness of school policies and follow them. Of particular importance are policies relating to safety and safeguarding.

RGS Learning Habits

Teachers are expected to promote the following learning habits through their day-to-day teaching and interaction with students. These were developed by the entire teaching community at RGS Guildford.

Engagement with learning

A love of learning, tenacity, precision and creativity

Learning with others

Teamwork, engagement, imitation, perspective

Thinking

Summarising, reasoning, linking, criticality

Taking responsibility

Reflection, organising, independence, practice



Application Process

Candidates should submit the following to mattford@gemdale.com

- A **letter** (addressed to the Principal, Mr Matthew Ford) of no more than two sides, explaining briefly why you want to work at RGSG Nanjing, and what experiences and skills you feel would make you suitable.
- The RGSG Nanjing **application form**. This must be completed.
- CVs and statements of personal educational philosophies etc. are not required.
- Certificates are not required at the application stage (but will be required upon appointment).
- If you are called for interview, we would expect at that stage to be able to contact your referees.

Please note that contracts of employment will be with Gemdale Education, which owns RGSG Nanjing.

Timeline

If you are interested, please submit an application as soon as you can. We reserve the right to interview and appoint excellent candidates immediately.

Remuneration Package and Benefits

Salary and bonus

- You will be paid in Chinese Yuan (RMB), on a generous scale that is based on your experience.
- An additional loyalty bonus on one month's salary will be paid on completion of the two year contract.

Accommodation

- High quality furnished accommodation (within walking distance of the school) will be provided as follows:
 - Single (one bed)
 - Couple (two bed)

Travel and Relocation

- Economy single flights will be paid for (including spouse) at the start and end of contract.
- A relocation allowance will be paid to assist with the shipping of additional luggage etc. at the start of the contract.
- An allowance will be paid to cover annual mid-contract return flights.

Medical

- You (and spouse) will receive medical insurance of an international standard.

Holidays

- Holiday entitlement will be as per the school holidays, but staff will be required in school for additional dates to be advised for induction, training and CPD.

Professional

- A thorough induction programme will be offered to prepare teachers both for the start of the academic year, and also to assist with settling in China.
- The experiences of helping to found a new school are valuable in terms of career development.
- As new schools grow, many opportunities tend to become available. Also, you will be part of a growing family of international schools.

Food

- Breakfast and lunch are provided free of charge for teachers during term-time.

Children

- We regret that we are at present unable to include benefits for children as part of the package.