



TEACHING AT UWCSEA

Education like no other.



About UWCSEA

UWC mission

The UWC movement makes education a force to unite people, nations and cultures for peace and a sustainable future.

UWCSEA educational goal

We educate individuals to embrace challenge and take responsibility for shaping a better world.

UWCSEA ambition

UWCSEA will be a leader in international education. We will have a worldwide reputation for providing a challenging, holistic, values-based education with an emphasis upon academic achievement, service to others, environmental stewardship, teamwork and leadership.

UWCSEA community member profile

The UWCSEA learning programme provides a breadth of opportunity that enables learners to develop the qualities and skills of the UWCSEA profile. The profile is derived from our mission and supported by current research in education. Through the development of these skills and qualities, members of our community lead by example, embrace challenge and take responsibility for shaping a better world. While each quality and skill is identified separately, they are interconnected and impact each other.

Qualities

- Commitment to care
- Principled
- Resilient
- Self-aware

Skills

- Critical thinker
- Creative
- Collaborative
- Communicator
- Self-manager

Our students

Students at UWCSEA are selected through a process that takes a holistic view. Previous school reports and references, as well as the student's potential to contribute, support and participate fully in the life of the College are all taken into account.

The 5,609 students currently enrolled at the College represent 90 nationalities and speak 65 different first languages.

Student numbers as at August 2019/2020

School	Dover Campus	East Campus	Whole College
Infant School (K1–G1)	288	329	617
Junior School (G2–G5)	665	675	1,340
Middle School (G6–G8)	778	609	1,387
High School (G9–G12)	1,289	976	2,265
Boarders (G8–G12)	168	153	321



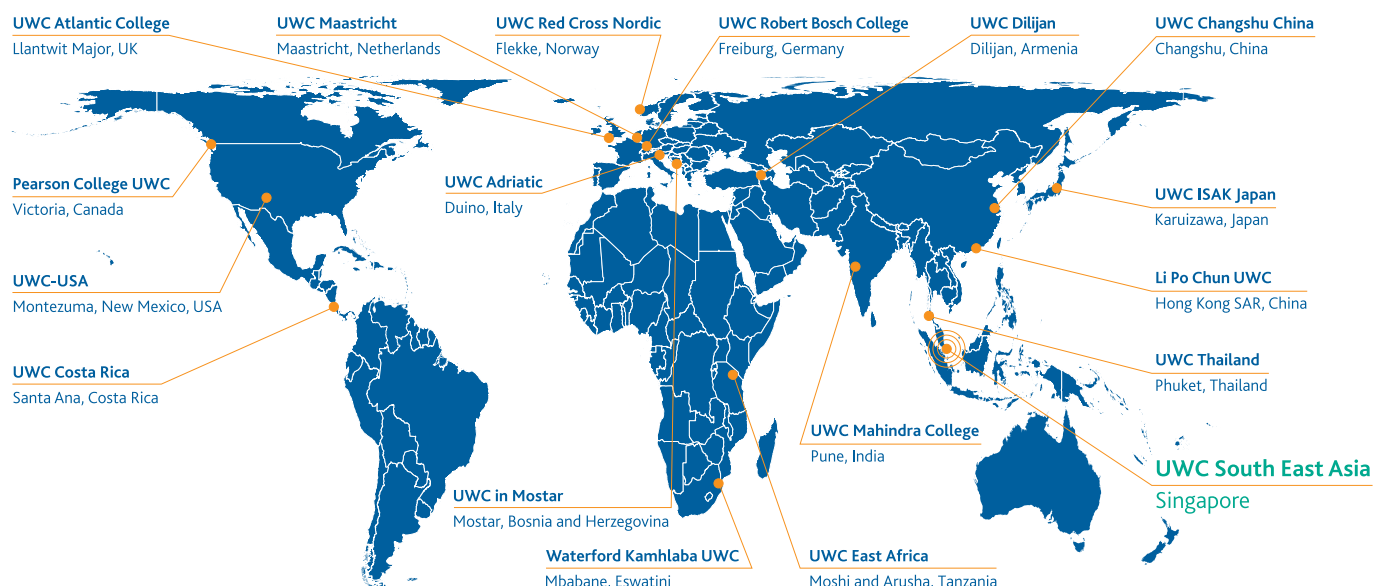
The UWC movement – a history

"I regard it as the foremost task of education to insure the survival of these qualities: an enterprising curiosity, an undefeatable spirit, tenacity in pursuit, readiness for sensible self denial, and above all, compassion."

– Kurt Hahn

The UWC movement was founded in 1962 by Kurt Hahn, a German educator, whose ideas were crystallised by the destruction he witnessed during the first and second World Wars. In 1958 Hahn was inspired by the cooperation between former adversaries he witnessed at a NATO Staff Conference. He was convinced that education should prepare young people for a life with service, leadership and meaningful action at its heart. By educating young people from around the world together, he thought that future conflicts could be prevented. From this belief in the power of education to change the world, the UWC movement was born, with a mission to make education a force to unite people, nations and cultures for peace and a sustainable future.

Today, there are 18 UWC schools and colleges around the world, with UWCSEA in Singapore the largest of these. As well as providing an international education for young people living in Singapore, each year the UWC movement and UWCSEA.

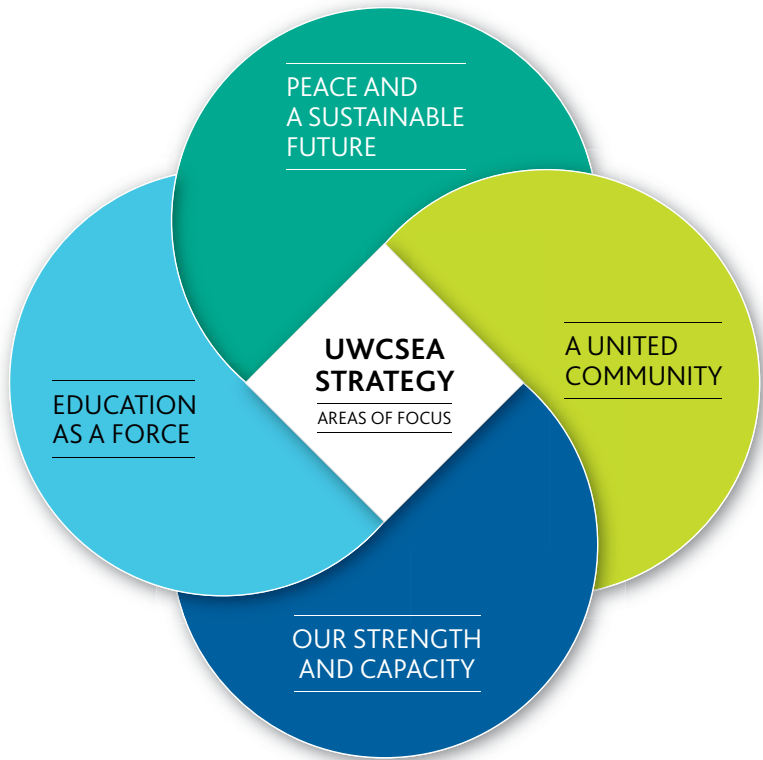


Our strategic vision 2018–2023

Our vision is that our students will be equipped with the qualities and skills to become compassionate, engaged global citizens who seek to make positive differences towards peace and a sustainable future. To achieve this the **2018–2023 UWCSEA Strategic Plan** provides for a diverse, united and caring College community focused creatively on student learning through a dynamic, holistic programme that supports individuals, their well-being and their readiness for an uncertain future. Effective operational practices provide for the College's long-term future in Singapore.

Our four key areas of focus are:

1. Education as a Force
2. Peace and a Sustainable Future
3. A United Community
4. Our Strength and Capacity

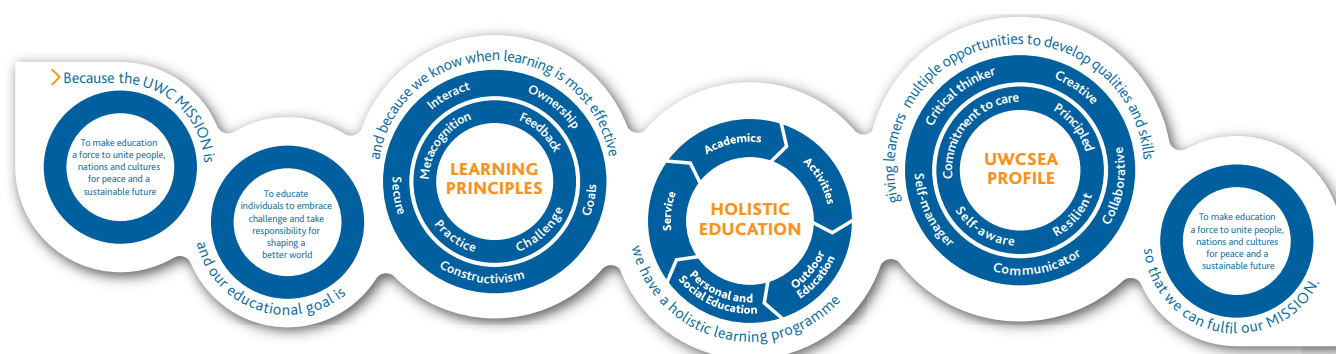


The UWCSEA learning programme

The UWCSEA learning programme has the UWC mission as both our inspiration and our goal.

With our mission and educational goal as starting points, and basing our practice on learning principles that tell us when learning is most effective, we have developed a holistic learning programme, consisting of five elements: academics, activities, outdoor education, personal and social education and service. Through this programme, students develop the skills and qualities of the UWCSEA profile, while help them to fulfil the UWC mission to make education a force to unite people, nations and culture for peace and a sustainable future.

The K–12 UWCSEA curriculum is concept-based, with written curriculum developed following extensive research examining best educational practice across the world. Our educational leaders continue to refine our unique curriculum across all five elements—academics, activities, outdoor education, personal and social education and service.



Academics

Learning goals in languages, mathematics, sciences, the Arts, humanities, technology and physical education build logically through each grade, preparing students for the next academic challenge. Each curriculum area (or subject) has standards, which identify key concepts that underpin that curriculum area. These standards are applied at all grade levels and build naturally in complexity through the Infant, Junior, Middle and High Schools, culminating in the UWCSEA Diploma in Grades 11 and 12.

UWCSEA is an IB World School, offering the IB Diploma Programme in Grades 11 and 12 and IGCSE certificates from a number of academic boards in Grades 9 and 10.

Activities

More than 900 activity events take place across both campuses each week. The programme is made possible by the engagement of our teaching staff in providing a wide and varied range of options, based on the strands:

- Arts and Performance
- Mind Matters
- Create and Innovate
- Wellness for Life
- Learn and Lead
- Representative Sports
- Home Languages Programme

All teachers are required to contribute to the Activities and/or Service elements of the leaning programme by leading lunchtime or after school activities.

Outdoor Education

Our Outdoor Education programme offers an incremental progression of age-appropriate experiences to students across the K–12 curriculum, supported by a team of qualified outdoor education specialists.

Personal and Social Education (PSE)

Underpinning everything we do PSE identifies opportunities for personal and social development in all elements of the learning programme. The importance of this is recognised by our dedicated Personal and Social Education (PSE) programme, which supports students in dealing with the personal and social challenges that all young people face, with dedicated time for students to explore in age-appropriate ways their identity and place in the world.

Service

The Service programme empowers students to become aware, able and active contributors to the community. All students become involved either through offering a service to other members of the school community; by connecting with the wider Singapore community; or in global service, which incorporates student-led Global Concerns projects and the Initiative for Peace conferences.

All students participate in Service; in the Infant and Junior School service is built into the timetable while in Middle and High School students are given greater flexibility in selecting a service learning programme that is best suited to them.

Reasons to teach and learn at UWCSEA

If you have a strong sense of adventure and an exceptional level of commitment to teaching and learning, UWCSEA might be the perfect next step for you. Here are some reasons why you could consider joining the College at an exciting time in its development:

- The implementation of our bespoke College-wide K–12 **concept-based curriculum**, the integration of technology into teaching and learning, and a significant focus on educating for ethical dispositions are just some of the exciting initiatives our staff are currently involved in.
- As a non-profit organisation, we invest in **scholarships** for approximately 100 students each year. These scholars come from a wide variety of cultural and socio-economic backgrounds. You can teach and learn from these exceptional students.
- Our academic results are outstanding, but our focus on holistic education means teachers are involved in all aspects of the **learning programme**. At UWCSEA you can take students trekking in the Himalayas or kayaking in Thailand, building houses in Cambodia or skiing in Switzerland. Equally, you can support them in making real connections with the Singapore community, working with children with multiple disabilities or teaching life skills to domestic workers who have been victims of violence. All our students and teachers, from Kindergarten 1 to Grade 12 are involved in our activities, outdoor education and service programmes.
- We provide a **professional learning programme** that brings international experts to the school and supports teachers in their professional learning journey.



What makes a UWCSEA teacher?

At UWCSEA, our whole community embraces the mission, and our values reflect this. We expect everyone—students, staff, parents and alumni—to:

- be honest and act with integrity
- avoid prejudice by developing views based on evidence, reasoning and understanding
- be compassionate and morally responsible
- embrace challenge in order to maximise their potential
- help other people
- take an interest in and enjoy friendship with people of all cultures and backgrounds
- minimise their harmful impact on the environment

Our teachers are required to possess a good degree and a recognized teaching qualification or certification. We generally consider candidates with two or more years of experience.

They are committed and enthusiastic participants in each of the five elements of our holistic UWCSEA learning programme: Academics; Activities; Outdoor Education; Personal and Social Education; and Service. Specifically this means that, outside of their timetabled teaching load, teachers are expected to:

- contribute two sessions per week in each season to Activities and/or Service
- be willing to undertake pastoral responsibilities that may include leadership of a mentor group
- participate on outdoor education experiences relevant for their students, including occasionally volunteering for holiday-time expeditions and trips.

A commitment to lifelong learning is something we expect all our teachers to model, and they are provided with extensive professional development to ensure they are supported as new initiatives are introduced. This is delivered via both a structured annual individual Professional Learning Programme and a College-wide focus on implementation of best practice, which regularly sees world-leading experts visit to conduct workshops and extensive follow-up support.

In line with our mission, teachers are enthusiastic about teaching within a multi-cultural environment. We seek to promote internationalism and in our context, we understand the pursuit of internationalism to mean the pursuit of our guiding statements. In practice, this means we implement our approach to internationalism via our holistic Learning Programme and through developing the skills and qualities of the UWCSEA profile in our community members.

Flexibility of approach and a collaborative style are essential. In keeping with our mission and ethos, we seek to build a diverse community that represents a variety of backgrounds and experiences. We believe that our students' learning, interactions, and growth through the five elements of our learning programme is all the more exciting and enriching when they interact with peers and teachers who bring a diversity of backgrounds, life experiences, and perspectives to campus.



The benefits

Along with a very competitive package, UWCSEA offers the incredibly high rewards that come from working with remarkable young people in a climate of innovation, collaboration and collegiality. Furthermore, the College offers outstanding levels of professional learning; we not uncommonly hear from new teachers that they have learnt more with us than at any other stage in their careers. Opportunities include structured internal courses, a self-driven Professional Learning Programme, support for further studies, an emphasis on conceptually-based teaching and learning, and specific foci that we adapt to our own context, such as, Reggio, Reading and Writing Workshop, IB courses, Philosophy for Children.

Teachers arriving from overseas will be provided with relocation support, housing allowance, medical insurance, and repatriation support at the end of contract. It should be noted that the medical insurance is provided within industry-standard limits.

Teachers arriving from overseas may be entitled to tuition fee exemption for up to (2) children at the College, subject to evaluation of available places at the time of offer and/or the existing HR benefits package. Teachers' children are subject to the same admission standards as all other applicants. It should be noted that provision for learning support is limited in scope.



Applying to join us

All vacancies are advertised on our **website** and many appear online through a number of jobs databases for educators. Senior leadership are generally recruited with the assistance of a search firm, although these roles are also advertised on our website. We also use LinkedIn to advertise teaching roles.

Recruitment at UWCSEA is managed on an as-needs basis, meaning positions are advertised as soon as we are aware of the need. All applications must be submitted via our **online application portal**.

Candidate assessment may involve an online pre-screening process, as well as Skype interviews if you are not in Singapore.

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