



**Canadian International School of Hong Kong**  
**香港加拿大國際學校**



## **To inspire excellence, cultivate character, and empower engagement locally and globally.**

Canadian International School of Hong Kong has long been a benchmark for educational excellence and enjoys a strong reputation as one of Asia's top international schools. The foundation of our success lies in the delivery of a balanced, holistic, stimulating education to students from Early Years through to Grade 12. In August 2022, the Lower School introduced a bilingual Chinese and English programme as part of its Early Years Programme, which will expand up through the Lower School until 2028-2029 when all of the Lower School will be bilingual.

Our school prides itself on offering high quality educational experiences to those who will lead the next generation. To make this possible, we hire candidates who nurture academic and personal growth in students by encouraging inquiry, stimulating creativity, and inspiring innovation. Teachers lead students to embrace cross-cultural and global perspectives, and foster meaningful participation and service.

The student body is comprised of over 2,100 students representing more than 40 nationalities. A non-profit International Baccalaureate World School, CDNIS provides a comprehensive IB education. Our students graduate with both the IB Diploma and Ontario Secondary School Diploma, allowing them to gain acceptance to the world's most prestigious universities.

The school's largest campus housing Early Years 2 to Grade 12 is situated in the Southern District of Hong Kong Island, overlooking the picturesque Lamma Channel and surrounding islands. In August 2024, the new CDNIS Early Years Centre was created at THE SOUTHSIDE where our Nursery and Early Years 1 students grow and thrive in a purpose-built, dynamic and creative teaching and learning space.

## LOWER SCHOOL

The Lower School has 1117 children between the ages of 2 and 11 across nine grade levels from Nursery to Grade 5. The Lower School offers a fully Bilingual platform of learning for children from Nursery through to Grade 5, expanding up through the Lower School year-by-year until full implementation in the Lower School in 2028-2029. The Lower School follows the IB Primary Years Programme (PYP) curriculum framework and is designed to be student-centred and inquiry-based. We place a great emphasis on hands-on experiential learning. Our teachers are committed to providing a supportive, nurturing and innovative learning environment for children, one that cultivates their creativity and problem-solving skills.

## UPPER SCHOOL

The Upper School has 1009 students from Grades 6 to 12, with approximately 550 students in Grades 9-12. The Middle Years Programme (MYP) and Diploma Programme (DP) serve as the cornerstone of the Upper School learning experience. Students in Grade 6 through 10 are fully engaged in the MYP; students in Grades 11 and 12 work towards completion of the DP, with overlapping credits being earned from Grades 9-12 for the Ontario Secondary School Diploma. Completing both of these rigorous academic credentials position CDNIS graduates exceptionally well when they apply and gain acceptance to the best universities and colleges in the world.









## OUR STAFF

The Lower School team consist of 79 full-time faculty and 131 staff in total. The Upper School faculty consists of 109 full-time faculty and 133 staff in total. Complementing CDNIS's teaching community are the 71 business and operations staff who are responsible for administration, admissions, communications, facilities management, finance, human resources and IT.

CDNIS provides extensive professional development opportunities for our teaching staff. These opportunities are made possible through these support means:

- Opportunity to attend professional development opportunities regionally and locally to support professional learning goals
- Three IB coordinators who guide teachers in their IB professional development
- Professional assistance to teachers with infusing technology into the teaching and learning programme
- Arrangement of full-time supply teachers specifically to cover teachers on training
- Provision of a MacBook for every teacher

## FACULTY'S PASSPORTS

Canada	39%	
Hong Kong, P.R. China & Taiwan	25%	 
United States	14%	
United Kingdom	7%	
Australia & New Zealand	6%	 
Others	9%	
Bulgaria, France, India, Ireland, Philippines, Japan, Singapore, South Africa & Spain		

## FACTS & FIGURES

Every year, teachers are supported to attend one local or one overseas training opportunity.

**100%** of CDNIS' teaching faculty are IB trained  
IB requires that only one teacher per grade or one teacher per subject be IB trained.

**\$2.2M** Annual budget for staff training and professional development

**16** IB Evaluators

**26** Hold IB Roles

**8** IB Workshop Leaders/Site Evaluators

## RECRUITMENT PROCESS

Qualified and experienced teachers are encouraged to submit their online application to Dr. Tim Kaiser via the Schrole link on our school website or by email [jobs@cdnis.edu.hk](mailto:jobs@cdnis.edu.hk). Our recruitment session starts as early as October for teaching posts starting August of the following year.

Teaching posts are posted on the CDNIS website and typically advertised in one or more of the following media:

- CDNIS website
- Schrole
- Search Associates
- ISS

## COMPENSATION

The school offers an attractive remuneration package that includes gratuity, medical and life insurance, additional allowance and relocation allowance.

In addition, each teaching couple may enjoy a tuition reduction of 80% for up to two dependent children from Early Years 2 (age 4) to Grade 12, pending admission acceptance and provided that there are available student spaces as per the school's current staff tuition policy.

A free morning and afternoon bus service is provided to staff enabling them to live in a variety of regions across Hong Kong including Mid-Levels, Causeway Bay, Wan Chai, Aberdeen and Lamma Island. Discounted bus rates apply to the dependent children of staff.

Faculty Compensation and Benefits Sample		
	HKD	USD
Basic Salary – Top (c-16)	\$881,536	\$113,307
Gratuity	\$176,307	\$22,661
Additional Allowance	\$96,000	\$12,339
<b>Total Compensation</b>	<b>\$1,153,843</b>	<b>\$148,307</b>
Basic Salary – Middle (c-8)	\$698,180	\$89,740
Gratuity	\$139,636	\$17,948
Additional Allowance	\$96,000	\$12,339
<b>Total Compensation</b>	<b>\$933,816</b>	<b>\$120,027</b>
Basic Salary – Middle (c-4)	\$606,502	\$77,956
Gratuity	\$121,300	\$15,591
Additional Allowance	\$96,000	\$12,339
<b>Total Compensation</b>	<b>\$823,802</b>	<b>\$105,886</b>

The school is also located a short 12-minute walk from the Wong Chuk Hang MTR station.



We are building a team of highly qualified and exceptional individuals to support the learning mission of our school. At CDNIS, every vacancy represents an opportunity for us and, potentially, for you.

## Child Protection at CDNIS

CDNIS is aligned with the United Nations Convention on the Rights of the Child and supports the International Task Force on Child Protection (ITCP) Report and Recommendations which has set the standards for safeguarding in schools worldwide. CDNIS has based its Child Protection Policy and Procedures on the ITCP expectations and all individuals and groups affiliated with the school community are expected to act with integrity and to take responsibility for keeping students safe.

At CDNIS we know that learners need a secure and supported environment in which to learn. We believe that every child, regardless of age, has at all times and in all situations a right to feel safe and protected. Our safeguarding policies and procedures encompass student well-being; bullying; harassment and discrimination; use of physical intervention; meeting the individual physical, psychological or medical needs of students; drug and substance misuse; safe behaviours education; online safety; the welfare of learners on school expeditions; as well as safe staff selection processes.

CDNIS is to be a child safe organization in which all adults take responsibility for being aware of the dangers of child abuse, are committed to preventing harm to our students, respond to any concerns about child safety or well-being, and know how to report those concerns.

Responsibility for review of all child protection policies and procedures is delegated by the Head of School to the Child Protection Lead and are reviewed annually. CDNIS treats all investigations into child protection concerns as confidential. In some cases, this information may need to be shared with local authorities. The CDNIS Child Protection Policy and Procedures are endorsed by the CDNIS Board of Governors.



雙語課程



This is the Place  
for You



Professional Development  
Opportunities



Don't Hesitate  
to Come Here



Careers  
Website

# LIVING IN HONG KONG

Hong Kong enjoys its stature as a safe city and one of the world's leading international financial centres, attracting people from around the world for employment opportunities and international living. It is a city of soaring skyscrapers, vast country parks, and beautiful sandy beaches. Hong Kong is a city with something for everyone!

## Climate

Hong Kong has a sub-tropical climate, with temperate conditions for nearly half the year. Spring and autumn are the most comfortable seasons, with plenty of sunshine, occasional showers, and pleasantly cool evenings. Summers are very hot and humid, and the rainy season runs from June to August. Winters are mild and dry, with the temperature rarely dropping below 10°C. Hong Kong does experience occasional typhoons and tropical storms from April through October.

## Transportation

Hong Kong has an extensive public transport system that is safe, clean, and relatively inexpensive. There are trams, buses, mini-buses, taxis and ferries that reach every neighbourhood, and an impressive MTR (Mass Transit Railway) considered by many to be the best in the world. This highly integrated system makes living car-free a very manageable option.

## Food

Hong Kong is a food lovers' paradise, with delights for every taste and budget. Restaurants by the world's best chefs offer Michelin-starred meals, while local restaurants serve popular regional specialties.

## Language

Hong Kong has two official languages, Cantonese and English. All public signage is in both languages, as are government documents. Cantonese is the most widely spoken dialect, however Mandarin is quite widespread. Most Hong Kong citizens are able to communicate in English; however, learning and using basic Cantonese can be very rewarding.

## Employment Visas

Working in Hong Kong requires an employment visa. Spouses and children may remain in Hong Kong on a dependant visa, which is available only when a member of the family holds an employment visa. Please note that a dependant visa can only be obtained upon presentation of an original marriage certificate for your spouse, and original birth certificates for your children.

## Hong Kong Income Tax

Income tax is not deducted at source. The standard tax rate is approximately 15% and is one of the lowest tax rates in the world. Allowances for single parents, married couples, and dependant children reduce taxable salary. Up to 33% of income can be claimed as housing reimbursement, which is deductible for income tax purposes.

### Canadian International School of Hong Kong

*A registered charitable organization*

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### CDNIS Early Years Centre

Shop Units G21-24, G/F, THE SOUTHSIDE, 11 Heung Yip Road, Wong Chuk Hang, Hong Kong

**Apply Now**

