



Hong Kong schools,
a world of opportunity
植根香江 機遇無限



Working with ESF

How do I apply for a position with ESF?

- All vacancies are posted on our website www.esf.edu.hk under "Working with Us".
- Please complete the relevant application form and submit online.

Contract duration

Unless specified, the contract is for two years and is for the period 16 August 2012 to 15 August 2014. A further contract may follow, if this is mutually agreed.

Salary / Base pay

A 12-point salary for teachers ranges from HK\$31,030 per month (Point 1) up to HK\$54,305 per month (Point 12). You will qualify for increments on this scale based on academic qualifications and qualified teaching experience in a recognised school with a 3-18 age range. Certain posts may also attract a Teaching and Learning Responsibility Award for accepting a higher level of responsibility, from HK\$3,175 (TLR 4) to HK\$12,685 (TLR 1) per month, which is gratuitable. ESF's salaries are reviewed annually.

Visa

Any employment as a teacher in Hong Kong is dependent on successfully obtaining an employment visa from the Hong Kong Immigration, and a permission to teach in Hong Kong from the Education Bureau (The latter comes in two forms: Teacher Registration and Permitted Teaching status). Until you are assured that you meet the Education Bureau's requirements, we advise against resigning from any current employment posts. Your interviewers or our Human Resources Department can help you understand the qualifications required to work in Hong Kong.

Benefits

The Benefits Package includes:

1. **Education allowance:** 80% remission of ESF school fees for up to three dependant children under the age of 18.
2. **Cash allowance:** Teachers receive a cash allowance of HK\$8,050 per month to support housing costs. This does not form part of salary for the purposes of gratuity calculation.
3. **Vice Principal:** A cash allowance of HK\$12,650 per month.
4. **Medical / Dental scheme:** Staff and their dependants (spouse and up to three dependant children) will be included in ESF's medical/dental scheme.
5. **Passage:** On first appointment, staff who are recruited from outside of Hong Kong will be assisted with one-way economy flights to Hong Kong for themselves and dependants (spouse and up to three dependant children).
6. **Hotel:** On first appointment, you and your dependants (including and up to three children under the age of 18) who are currently not residing in and will relocate to Hong Kong prior to the start of the new school year will be entitled to 14 days' hotel accommodation paid by ESF. Our travel agent will make the hotel booking on your behalf.
7. **Pension:** Staff will be enrolled in the statutory Mandatory Provident Fund (MPF Scheme).
8. **Gratuity:** 20% of the gross salary earned in that period relative to the contract.
9. **Tax:** Hong Kong's salaries tax rate is very low at approximately 15%.



A career with the English Schools Foundation



Our mission

To provide the people of Hong Kong with a seamless affordable English language education focused on excellence in learning and catering to the diverse needs of the community.

Our vision

Hong Kong schools, a world of opportunity

ESF is committed to developing young people who are internationally minded and recognise their common humanity. We respect our students as individuals and seek to support the aspirations, talents and needs of each one.

We encourage our students and their teachers to be ambitious, innovative and conscientious in their learning, drawing on leading edge research and exploiting learning technologies to the full, while retaining a secure foundation of basic skills and knowledge.

ESF offers opportunities for young people to achieve in many different ways to enable them to grow as responsible, caring and contributing members of the community and to lead successful and fulfilled lives.

Our students gain the qualifications to secure access to universities and professional and business life world-wide, while developing the confidence to make the most of their opportunities.

Our Education Strategy 2011-14

The overarching aim of the strategy is to ensure ESF's position as a leading provider in Asia of kindergarten, primary and secondary education through excellence in teaching and learning, curriculum provisions, leadership and management, student services and organisational support.

The Education Strategy is framed around five priority areas:

- School Performance and Development
- Staff Performance and Development
- Curriculum K-13
- Student Agency
- Education Department Structures and Operations

Working with us

ESF recruits around 100 – 140 teachers each year, primarily from the UK, Australia, Canada and Hong Kong, with regional interviews taking place during January and February. In January of each year teaching vacancies are advertised internationally in media such as the *Times Educational Supplement*, the *Weekend Australian* and the *South China Morning Post*, as well as on our website. Appointments are made for the following school year starting in August. Vacancies which occur outside the annual recruitment programme are advertised on our website.

With more than 3,000 staff across 21 schools, a variety of support staff positions are also advertised during the year.

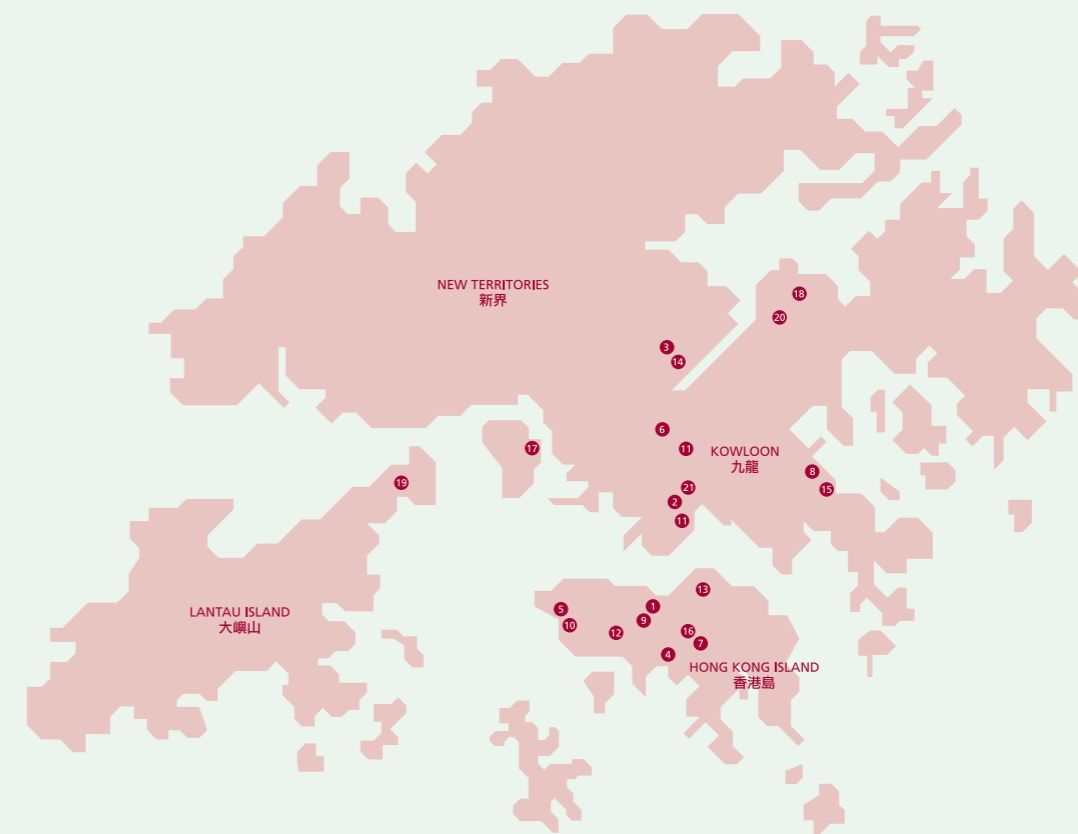
ESF offers a wide range of professional development opportunities and we welcome your contribution and participation in them. Our current CPD provisions, in support of our educational priorities, include:

- Curriculum Group Networks, where groups of teachers work together, sharing experiences

and researching common issues, questions or problems within or beyond a subject area;

- Programmes to meet specific needs in Special Educational Needs, EAL, Learning Technology, Chinese language, and in subject areas;
- Programmes for aspiring middle and senior leaders' development;
- IBO workshop training (level 01 – level 03);
- Opportunities to work with internationally recognised educators both in Hong Kong and overseas;
- Workshops focusing on ESF-wide and School priorities.

We encourage teachers to learn from action research in one another's classrooms. Because we see 'contributing' and 'engaging' as being key success factors for our professional learning, we foster these by promoting professional learning, designed and led by teachers for their colleagues.



Secondary Schools 中學

- 1 Island School 港島中學
- 2 King George V School 英皇佐治五世學校
- 3 Sha Tin College 沙田學院
- 4 South Island School 南島中學
- 5 West Island School 西島中學

Primary Schools 小學

- 6 Beacon Hill School 畢架山小學
- 7 Bradbury School 白管理小學
- 8 Clearwater Bay School 清水灣小學
- 9 Glenealy School 己連拿小學
- 10 Kennedy School 堅尼地小學
- 11 Kowloon Junior School 九龍小學
- 12 Peak School 山頂小學
- 13 Quarry Bay School 鰂魚涌小學
- 14 Sha Tin Junior School 沙田小學

Kindergartens 幼稚園

- 15 ESF Abacus International Kindergarten 英基雅柏國際幼稚園
- 16 ESF International Kindergarten (Hillside) 英基國際幼稚園(曉新)
- 17 ESF International Kindergarten (Tsing Yi) 英基國際幼稚園(青衣)
- 18 ESF International Kindergarten (Wu Kai Sha) 英基國際幼稚園(烏溪沙)

Private Independent Schools 私營獨立學校

- 19 Discovery College 智新書院
- 20 Renaissance College 啟新書院

Special Education 特殊教育

- 21 Jockey Club Sarah Roe School 賽馬會善樂學校