



INTERNATIONAL  
KINDERGARTENS  
國際幼稚園



## Working with Us

ESF International Kindergartens

Where inquiry begins



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**ESF Educational Services Limited**

[www.esf.org.hk](http://www.esf.org.hk)

In association with the English Schools Foundation 英基學校協會附屬公司

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## Introduction

**ESF International Kindergartens are operated by ESF Educational Services Limited (ESL). ESL is a subsidiary of the English Schools Foundation (ESF), a leading provider of English medium education in Asia.**



### Our Mission

We provide an educationally caring, supportive and enriching environment to nurture and stimulate children's abilities and talents. Through inquiry-based learning and play we encourage children's natural curiosity and creativity, develop their personal and social skills, inspire them with a life-long love of learning and the confidence to fulfil their potential.

### Our kindergartens

Our kindergartens offer an English language education in an international setting for children aged 3 to 5 years and educate children from a diversity of backgrounds. The learning environment is highly interactive and children are encouraged to learn through exciting and engaging hands-on experiences. Many of the children attending an ESL Kindergarten move onto an ESF primary or ESF Private Independent School.



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## Our curriculum

Our four current ESF International Kindergartens are authorised IB World Schools, with a fifth opening in August 2016, offering the Primary Years Programme (PYP). They all share a common philosophy—a commitment to high-quality, challenging, international education—that we believe is important for our young students.

We follow an inquiry based curriculum (PYP) which is concept-driven, where children learn through exploration, hands-on experiences and play-based activities. Children are encouraged to learn through experiences of discovery, experimentation and reflection - working individually and collaboratively. Adapted also to the needs of Hong Kong, we introduce children to the culture and language of China.

## Our locations



### Secondary

- 1 Island School
- 2 King George V School
- 3 Sha Tin College
- 4 South Island School
- 5 West Island School

### Primary

- 6 Beacon Hill School
- 7 Bradbury School
- 8 Clearwater Bay School
- 9 Glenealy School
- 10 Kennedy School
- 11 Kowloon Junior School
- 12 Peak School
- 13 Quarry Bay School
- 14 Sha Tin Junior School

### Kindergartens

- 15 ESF Abacus International Kindergarten
- 16 ESF International Kindergarten, Hillside
- 17 ESF International Kindergarten, Tsing Yi
- 18 ESF International Kindergarten, Wu Kai Sha
- 19 ESF International Kindergarten, Tung Chung (opening in August 2016)

### Private Independent Schools

- 20 Discovery College
- 21 Renaissance College

### Special School

- 22 Jockey Club Sarah Roe School



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## ESF Education Strategy

The kindergartens fall under the ESF education strategy, the overarching aim of which 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 organizational support.

The Education Strategy is framed around five priority areas of:

- School Performance and Development
- Staff Performance and Development
- Curriculum K-13
- Wellbeing
- Performance and Development

## Working with Us

The kindergartens recruit teachers each year, primarily from the UK, Australia, Canada and Hong Kong. From November each year teaching vacancies are advertised internationally in media such as The Times Educational Supplement and the South China Morning Post, as well as on the ESL and ESF websites. Interviews take place during January and February, either in a kindergarten, for local applicants, or through virtual interviews using Skype or video conferencing.

Appointments are made for the following school year starting in August. Vacancies which occur outside the annual recruitment programme are advertised on the ESL and ESF websites, under "Working with Us". Application forms should be completed and submitted online. Support staff vacancies are also advertised during the year.

## Professional Development

Kindergarten teachers have the opportunity to participate in a rich array of Professional Development opportunities, both within the kindergartens and with colleagues in ESF. Such opportunities include:

- Curriculum group networks, where groups of teachers work together, sharing experiences and researching common issues, questions or problems
- Programmes to meet specific needs, eg Special Educational Needs
- PYP workshops and training programmes
- Workshops focusing on ESF and kindergarten priorities.



## Conditions of Service

### Contract Duration

Unless specified, the contract period is two years (commencing on 16 August in general). A further contract may follow, if this is mutually agreed. Our teachers are expected to work a minimum of 190 days per year.

### Salary / Base Pay

Salary is dependent on qualifications and years of experience. Teacher salaries range from over HK\$330,000 to HK\$660,000 per year.

PYP Coordinators receive an allowance of HK\$8,000 a month.



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## Benefits

The benefits package includes:

- **Cash Allowance.** There is a cash allowance of up to HK\$8,050 per month for eligible teachers. The allowance is provided subject to the Double Benefits Rule, ie as long as the teacher's married spouse does not receive housing allowance. The cash allowance does not form part of salary for the purposes of gratuity calculation.
- **Medical/Dental Scheme.** Teachers will be included in the ESL medical/dental scheme. Coverage for teachers applies only to the teacher and not to his/her dependants or spouse. Coverage for principals applies to the principal and to his/her dependants and spouse.
- **Passage.** On first appointment, teachers who are recruited from outside of Hong Kong will be assisted with a one way economy flight to Hong Kong for themselves from their normal country of domicile to Hong Kong.
- **Interest free loan.** Teachers relocating to Hong Kong may apply for an interest-free loan from ESL.
- **Gratuity.** Equivalent to 20% of gross salary (excluding cash allowance) earned in the period relating to the contract for the academic year 2015/16.
- **Pension.** Teachers will be enrolled in the statutory Mandatory Provident Fund Scheme (MPF). The MPF is a compulsory scheme in which monthly contributions are deducted from the salary for investment purposes. ESL matches these monthly contributions. The current market value of the entire amount of the MPF fund will be repaid to the employee when they ultimately leave Hong Kong or on reaching age 65, whichever is earlier.
- **Hotel.** On first appointment, you and your dependants (including 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 for by ESL.
- **Tax.** Hong Kong's salaries tax rate is very low at approximately 15%.



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