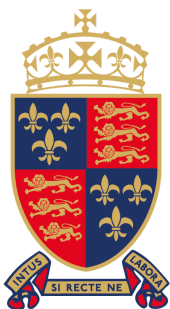




Shrewsbury
International School



Shrewsbury
International School
PHNOM PENH

CLASS TEACHER

Applicant Information Pack

2024 - 25



Shrewsbury - Education for Life



Written by:

Alina Manda

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Approved by:

Toby Waterson

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Shrewsbury International School Phnom Penh is committed to providing outstanding care and education to its students and to safeguarding and promoting the welfare of children and young people.

OUR SCHOOL VALUES



“Intus si recte ne labora”

– if the heart is right, all will be well.

School Motto

OUR LEARNING CULTURE

"Excellence is never an accident. It is always the result of high intention, sincere effort, and intelligent execution."



Aristotle, Classical Greek philosopher and polymath (384-322 BC)

Intellective

- ✦ educating the mind
- ✦ wisdom and the pursuit of truth
- ✦ critical thinking
- ✦ love of learning
- ✦ intellectual curiosity

Active

- experiential learning ✦
- adventure ✦
- volunteering and fundraising ✦
- participation ✦
- sport ✦
- leadership ✦

Floreat

individual flourishing

- ✦ communication
- ✦ articulacy
- ✦ creativity and innovation
- ✦ performance
- ✦ the arts
- ✦ doing and making

- spirituality ✦
- moral development ✦
- cultural understanding ✦
- social intelligence ✦
- self-mastery ✦
- direction, meaning and purpose ✦

Expressive

Reflective

WELCOME FROM SCHOOL LEADERS



Dear Candidate,

Thank you for your interest in the teaching role at Shrewsbury International School Phnom Penh (SISPP). I hope the information in this pack will help you decide whether our community fits you. I encourage you to visit our school website at www.shrewsbury.edu.kh and follow us on Facebook to learn more about who we are and what we do.

This is a rare and exciting opportunity to join the founding team at Shrewsbury International School Phnom Penh, "a school like no other in Cambodia." We have opened our new state-of-the-art Primary School, which features modern classrooms and laboratories, drama, dance and music studios, an auditorium and a swimming pool.

We are now excited to be developing our main campus which will open as an all-through facility in September 2026 and provide fantastic facilities and learning environments designed to turn the Floreat

ethos into practice on a daily basis for our teachers and students.

Our school is fortunate to have a team that is deeply committed to our inclusive ethos. We strive to ensure our students achieve the best outcomes and are always ready to go the extra mile to support their learning. In return, our staff are given the freedom to work within their area of expertise in a way that best supports learning. Our goal is to make learning enjoyable and tailored to each student, all while fostering a growth mindset.

You will find a job description and person specification for the post in this pack. If you think SISPP is the right school for the next step in your career, please submit the TES application form before the stated deadline.

I hope this information helps you determine if our school is a good fit for your next career move. I look forward to reading your application.

Yours faithfully,



Toby Waterson
Founding Principal



Dear Candidate,

Thank you for your interest in the Teacher position at Shrewsbury International School Phnom Penh. Our school is committed to creating a strong community based on mutual respect and care. We strive to provide a stimulating and rewarding learning environment that enables our students to succeed. We believe that every child learns differently, and we encourage them to take responsibility for their own learning.

We foster intellectual curiosity and aim to help each child develop independence of mind and spirit. At our school, co-curricular activities, which are as important as academic development, play a crucial role in shaping our students. Therefore, we offer a wide range of sporting, artistic, cultural, and social activities that help our students discover their creativity, abilities, and strengths.

We hope you will consider joining our Shrewsbury International School Phnom Penh team. If you have any questions or would like to discuss the role further, please do not hesitate to contact us.

Best wishes,

Alina Manda

DESCRIPTION OF THE SCHOOL







Shrewsbury International School Phnom Penh (SISPP) is truly "A School Like No Other in Cambodia." Located in the rapidly developing district of Chroy Changvar, Phnom Penh, with an exclusive riverside setting along the majestic Mekong River, SISPP provides a British primary school education based on the National Curriculum of England for students aged 2 to 11.

As the newest addition to the Shrewsbury family of schools, SISPP offers a unique approach to learning, where we place emphasis on the 'serious fun' of education. We are proudly linked to Shrewsbury, one of the UK's most prestigious schools, with a rich heritage spanning nearly 500 years and a distinguished list of alumni, including the renowned naturalist Charles Darwin.

Shrewsbury Riverside, established in Bangkok in 2003, is one of the region's most respected and well-established premium international schools. In 2018, a second campus opened in Bangkok (City Campus), alongside Shrewsbury Hong Kong. Our Phnom Penh campus commenced operations in August 2022, with our new, purpose-built primary school facility officially opening in September 2024. Shrewsbury India is set to open later this year (August 2025).

Our core mission is to educate and empower students to thrive in life and contribute positively to the world around them. We believe the true purpose of education is to cultivate inner virtues, life skills, and character strengths that provide our young people with the confidence and direction to lead meaningful and successful lives.








We encourage early applications for those who are excited to join our growing team in this vibrant, dynamic school. We particularly welcome teachers with experience in UK schools to apply.

	Small class sizes with motivated, engaged and well-behaved students
	A friendly working environment that promotes teachers' wellbeing
	Continuous Professional Development (CPD) and Performance Management (PM) to support innovative teaching practices
	A modern school building in Phnom Penh with well-resourced classrooms

EMPLOYMENT TERMS & CONDITIONS

The successful candidate will be offered an initial two-year contract, which can be renewed by mutual agreement.

The compensation package offered will be appropriate for the duties and responsibilities of the position and will include the following benefits:

	A competitive US\$ salary
	Accommodation provided
	Comprehensive medical cover
	Free tuition for dependent children enrolled with SISPP
	Relocation allowance (reimbursement basis)
	Start and end of contract flights and annual return flight allowance
	Laptop provided by the school

CLASS TEACHER

Job Description

Main Purpose of The Role

We are seeking highly qualified, motivating, and experienced Primary Class Teachers to join our founding teaching team in August 2025. This team is dedicated to providing high-quality teaching and learning experiences for our pupils.

The ideal candidates, as Primary Class Teachers, play a crucial role in shaping the future of our pupils. They should prioritise the education of their pupils, strive for the highest standards of work and conduct, and uphold honesty and integrity. Sound knowledge of their subject area, maintaining current teaching skills and knowledge, and self-critical thinking are also essential. Additionally, the candidate should establish positive professional relationships and work collaboratively with parents, always keeping the best interests of their pupils in mind.



Teaching Expectations

1. Set high expectations which inspire, motivate, and challenge children

- ☐ establish a safe and stimulating environment for pupils, rooted in mutual respect
- ☐ set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions
- ☐ demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils.

2. Promote good progress and outcomes by children

- ☐ be accountable for pupils' attainment, progress and outcomes
- ☐ be aware of pupils' capabilities and their prior knowledge, and plan teaching to build on these
- ☐ guide pupils to reflect on the progress they have made and their emerging needs
- ☐ demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching
- ☐ encourage pupils to take a responsible and conscientious attitude to their own work and study

3. Demonstrate good subject and curriculum knowledge

- ☐ have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain pupils' interest in the subject, and address misunderstandings
- ☐ demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship

- ☐ demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject
- ☐ if teaching early reading, demonstrate a clear understanding of systematic synthetic phonics
- ☐ if teaching early mathematics, demonstrate a clear understanding of appropriate teaching strategies

4. Plan and teach well-structured activities

- ☐ impart knowledge and develop understanding through effective use of lesson time
- ☐ promote a love of learning and children's intellectual curiosity
- ☐ set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired
- ☐ reflect systematically on the effectiveness of lessons and approaches to teaching
- ☐ contribute to the design and provision of an engaging curriculum within the relevant subject area(s).

5. Adapt teaching to respond to the strengths and needs of all children

- ☐ know when and how to differentiate appropriately, using approaches that enable pupils to be taught effectively;
- ☐ have a secure understanding of how a range of factors can inhibit pupils' ability to learn and how best to overcome these;
- ☐ demonstrate an awareness of the physical, social and intellectual development of children, and know-how to adapt teaching to support pupils' education at different stages of development;
- ☐ have a clear understanding of the needs of all pupils, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.

6. Make accurate and productive use of assessment

- ☐ know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements;
- ☐ make use of formative and summative assessment to secure pupils' progress;
- ☐ use relevant data to monitor progress, set targets, and plan subsequent lessons;
- ☐ give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback.

7. Manage behaviour effectively to ensure a positive and safe learning environment

- ☐ have clear rules and routines for behaviour in classrooms and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, following the school's behaviour policy;
- ☐ have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly;
- ☐ manage classes effectively, using approaches which are appropriate to pupils' needs to involve and motivate them;

- ☐ maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.

8. Fulfil wider professional responsibilities

- ☐ make a positive contribution to the wider life and ethos of the school;
- ☐ develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support;
- ☐ deploy support staff effectively;
- ☐ take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues;
- ☐ communicate effectively with parents about pupils' achievements and well-being.

Personal and professional conduct

The ideal candidate must consistently exhibit high standards of personal and professional conduct. The following statements outline the behaviour and attitudes that establish the expected norm for conduct throughout a teacher's career.

1. Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school





- ☐ treat students with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position;
- ☐ have regard for the need to safeguard students' well-being, in accordance with statutory provisions;
- ☐ show tolerance of and respect for the rights of others;
- ☐ not undermine fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs;
- ☐ ensure that personal beliefs are not expressed in ways which exploit students' vulnerability or might lead them to break the law.














2. Have proper and professional regard for the ethos, policies and practices of the school in which they teach

3. Maintain high standards in their own attendance and punctuality

4. Have an understanding of, and always act within, the statutory frameworks which set out professional duties and responsibilities

PERSON SPECIFICATION

QUALIFICATIONS AND EXPERIENCE		Qualified Teacher Status (QTS)
		Successful 5 years primary teaching experience
		At least 3 years of teaching experience in the United Kingdom
		Ideally, having taught in international school setting

SKILLS AND KNOWLEDGE		Knowledge of the British National Curriculum
		Knowledge of effective teaching and learning strategies
		A good understanding of how children learn
		Ability to adapt teaching to meet students' needs
		Ability to build effective working relationships with students
		Knowledge of guidance and requirements around safeguarding children
		Knowledge of effective behaviour management strategies
		Good ICT skills, particularly using ICT to support learning
PERSONAL QUALITIES		A commitment to getting the best outcomes for all students and promoting the ethos and values of the school
		High expectations for children's attainment and progress
		Ability to work under pressure and prioritise effectively
		Commitment to maintaining confidentiality at all times
		Commitment to safeguarding and equality

Application and Shortlisting



How to Apply

The advertisement specifies the closing date, but it is strongly recommended that applications be submitted as soon as possible. Candidates are invited to apply through the TES/Schrole application portal and need to attach the following documents:

- A comprehensive CV with a recent passport-size photograph and contact details of three referees (one of which must be from your current Headteacher).
- A letter of application that demonstrates how your qualifications, experience, skills and ambitions meet the person specification requirements.

Shortlisting

Candidates will be shortlisted and invited to have a preliminary conversation with the Head of Primary.

Interviews

The initial interviews will be conducted through Google Meet before April 14th, 2025.

We reserve the right to move forward with the deadline, depending on the number of applications received.

Notification of Outcome

After the process, shortlisted candidates will be notified of the outcome as soon as possible.

Feedback

Unsuccessful shortlisted candidates will have the opportunity to receive professional feedback during the week following the interviews.

Taking up Post

The successful candidate will take up the post in August 2025, and induction for new staff arriving in Cambodia will commence week commencing 18th August 2025.

Commitment to Safeguarding Principles

Shrewsbury International School Phnom Penh is committed to safeguarding and promoting children's and young people's welfare. We expect all staff and volunteers to share this commitment. All post holders are subject to appropriate vetting procedures and satisfactory Criminal Background Checks or equivalent covering the previous 10 years of employment history.

Living In Phnom Penh Guide



If you're a teacher considering a change of scenery, Phnom Penh, the vibrant capital of Cambodia, presents an exciting opportunity for both professional growth and personal adventure. Located in South-East Asia between Thailand and Vietnam, Cambodia offers a rapidly developing economy that is reflected in its vibrancy and dynamism. With a rich history, stunning natural landscapes, and a thriving educational sector, Phnom Penh is the perfect destination for teachers seeking a rewarding career abroad. This guide highlights why relocating to Phnom Penh can be an excellent move for you.

1. The Growing Demand for Teachers in Cambodia

Cambodia's education sector is expanding rapidly, particularly in the capital Phnom Penh, which is home to 2 million of the country's 17 million residents. With a growing focus on English language skills and international education, there is a high demand for qualified teachers, especially from the UK. British teachers are especially valued due to the country's respect for the UK's education system and teaching standards.

- **International Schools:** Phnom Penh hosts a variety of prestigious international schools following British, American, and other global curricula.
- **Private Language Institutes:** In addition to schools, there are numerous language centres offering flexible working hours, teaching opportunities across age groups, and chances to further develop your teaching skills in an international setting.

2. Affordable Cost of Living

One of the most attractive features of living in Phnom Penh is the **affordable cost of living**. Whether you're looking for comfortable accommodation, eating out, or enjoying leisure activities, you'll find that living costs are significantly lower than in the UK.

- **Accommodation:** Rent in Phnom Penh is extremely reasonable, with modern one-bedroom apartments in central locations costing as little as £150 to £300 per month.
- **Food & Dining:** The local cuisine is delicious, fresh, and very affordable. Street food costs around £1-£2 per meal, while dining at a mid-range restaurant may set you back £5-£10.
- **Utilities & Public Transport:** Utility bills (electricity, water, and internet) are low, and public transport is both cheap and convenient, with tuk-tuks and motorbikes readily available for travel around the city.



3. A Gateway to Southeast Asia

Phnom Penh's location on the banks of the mighty River Mekong and its proximity to Vietnam and Thailand make it the perfect base for exploring Southeast Asia. The country's beautiful beaches, vibrant cities, and stunning historical sites are just a short journey away.

- **Weekend Getaways:** The coast is just over two hours away via a newly opened highway, and you can visit serene spots such as **Kep** and **Sihanoukville** or explore **Siem Reap** and the world-renowned **Angkor Wat** temples, one of the highlights of the country's rich cultural landscape.
- **Travel Opportunities:** Flights to most European cities via connecting hubs such as **Bangkok** or **Singapore** typically take around 16 hours, giving you the chance to visit family or explore further afield during breaks.

4. A Rich Cultural Experience

Living and working in Phnom Penh offers you the chance to immerse yourself in Cambodia's fascinating culture and history. The city is home to a blend of modern developments and ancient traditions. The **temples of Angkor Wat** are world-famous, and Phnom Penh itself offers a variety of cultural experiences.

- **Cultural Exploration:** Spend weekends visiting historical landmarks such as the **Tuol Sleng Genocide Museum** and the **Killing Fields**, where you'll learn about Cambodia's tragic past and its remarkable recovery. Explore the spiritual side of the city with a visit to **Wat Phnom** or the **Silver Pagoda**.



- **The Local Community:** Cambodians are known for their friendliness and hospitality, and as a teacher, you'll quickly build meaningful relationships with both your students and the wider community.

5. Easy Living with Modern Amenities

Phnom Penh offers a high standard of living with modern conveniences that make everyday life simple and stress-free. The city is home to a range of user-friendly mobile phone apps for ordering tuk-tuks, food delivery, and making payments or managing banking, which helps streamline your daily activities.

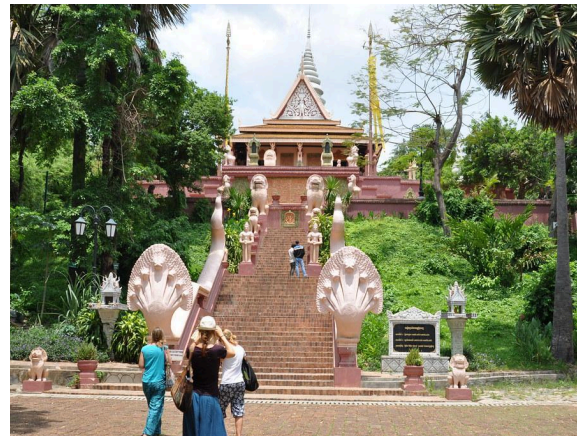
- **Safe Environment:** Phnom Penh is a generally safe city, with very few threats to personal safety, aside from the usual road-related risks. Expats and locals alike enjoy a peaceful environment, and the crime rate is low.
- **Leisure Activities:** Though green open spaces are somewhat limited, Phnom Penh is small enough that cycling in the surrounding countryside or visiting temples on weekends is perfectly feasible. The city has a thriving social scene with everything from relaxed local bars to upscale restaurants and bars in hotels.



6. A Positive Work-Life Balance

Teaching in Phnom Penh offers a more relaxed work environment compared to the UK. Working hours tend to be shorter, and the emphasis on a balanced lifestyle means you'll have plenty of time to explore the city, engage in hobbies, and travel.

- **Leisure & Recreation:** From riverside cafes to vibrant night markets, Phnom Penh offers diverse entertainment options. The growing arts scene offers everything from traditional performances to contemporary galleries, making it easy to enjoy a rich cultural life outside of work.
- **Cycling & Outdoor Activities:** The proximity of Phnom Penh to natural beauty makes it easy to explore the countryside, visit temples, or take part in outdoor activities during your time off.



7. Opportunities for Professional Development

- **Expand Your Skills:** Working in a diverse and multicultural environment will allow you to develop teaching techniques and approaches that can enhance your professional experience.
- **Career Growth:** Teachers with experience and leadership skills may find opportunities to take on roles such as heads of department or curriculum coordinators, providing pathways for career advancement.

8. A Safe and Welcoming City

Phnom Penh is known for its safety and friendliness, with little to no threat to personal security. The welcoming atmosphere makes it easy for foreigners to integrate, and there's a large expat community of teachers who offer support, advice, and friendship.

- **Expat Community:** The expat community in Phnom Penh is well-established, with social events and networks that help you feel at home. Whether you're seeking new friends or advice on settling in, there are plenty of opportunities to connect.



SHREWSBURY

FAMILY OF SCHOOLS

Shrewsbury School **United Kingdom**
www.shrewsbury.org.uk

Shrewsbury International School **Cambodia**
www.shrewsbury.edu.kh

Shrewsbury International School **Thailand**
www.shrewsbury.ac.th

Shrewsbury International School **Hong Kong**
www.shrewsbury.edu.hk

Shrewsbury International School **India**
www.shrewsburyindia.in



Shrewsbury

International School

PHNOM PENH



Academic Excellence



Supportive Environment



Extracurricular Activities



World-class Heritage



Shrewsbury International School Phnom Penh

No. 88, Mekong River Street, Phum 3, Sangkat Chroy Changvar
Khan Chroy Changvar, Phnom Penh, Cambodia

+855 (0)86 268 555

info@shrewsbury.edu.kh

www.shrewsbury.edu.kh