UWCSEA community

Our College

UWCSEA is a K–12 international school that provides a challenging, holistic, values-based education, leading to the IB Diploma in Grade 12, and based on the educational philosophy of Kurt Hahn.

UWCSEA’s two campuses in Singapore each have their own academic and administrative staff to support the delivery of our world-class education. The Dover Campus was founded in 1971, and the East Campus was established in 2008.

A not-for-profit school, UWCSEA is overseen by the Head of College and the Board of Governors. Each campus has a Head of Campus, while each school is managed by a Principal, assisted by Vice Principals and Heads of Grade or Department.
Students

Our student body is large and diverse, with students ranging in age from 4 to 18 and representing nationalities the world over. There are currently 3,006 students enrolled on Dover Campus and 2,270 students on East Campus. By 2015, there will be a total of 5,500 students across both campuses.

Nationality spread – students

- Australia 8%
- Singapore 7%
- Korea 4%
- Japan 4%
- Malaysia 3%
- Canada 2%
- Netherlands 2%
- US 9%
- UK 18%
- India 21%
- Other 22%

Boarding

Both campuses offer residential boarding to students in Grade 8 to 12. Residents are assigned a place at Dover or East Campus depending on their profile and academic programme requirements. There are currently 192 boarders on Dover Campus and 160 on East Campus.

Staff

The Dover Campus currently employs 329 teaching staff and 251 support staff. The East Campus currently employs 231 teaching staff and 159 support staff. As the East Campus expands to full capacity over the next two years, there will be an increase in staffing numbers.

Nationality spread – teaching staff

- UK 45%
- Other 17%
- Singapore 3%
- USA 3%
- New Zealand 8%
- Canada 9%
- Australia 15%

Tenure*

Dover Campus teaching staff has an average tenure of 6.5 years.

- 50% 0–5 years
- 25% 6–10 years
- 13% 11–15 years
- 8% 16–20 years
- 4% 21+ years

Learning programme and academic achievement

The learning programme at UWCSEA consists of five interlinking elements: academics, activities, outdoor education, personal and social education and service. The elements combine to provide our students with a holistic, values-based education that develops them as individuals and as members of a global society.

Curriculum

The academic curriculum varies according to grade, as follows:

- Kindergarten 1 – Grade 8 – UWCSEA-designed curriculum
- Grade 9 – two-year (I)GCSE
- Grade 10 – one-year Foundation IB course (FIB)
- Grade 11 – two-year IB Diploma

The Primary and Middle Schools offer a UWCSEA-developed curriculum that prepares students for the rigours of High School. Students enter IGCSE and GCSE examinations at age 16. The IB Diploma is offered to students in Grades 11 and 12.

There is no direct entry into Grade 12 or into the second year (Grade 10) of the (I)GCSE programme; for students at this age, we offer the one-year FIB course.

* Please note that East Campus is not included yet as the large number of teachers joining and small number leaving would skew the comparative data.
Dover Campus
There are five schools on Dover Campus: Infant, Junior, Middle, Upper and Senior. Dover Campus was authorised for the IB Diploma in 1974 and is an IB World School.

IB and (I)GCSE results
Our students consistently achieve outstanding IB and (I)GCSE results.

IB Diploma pass rate

<table>
<thead>
<tr>
<th>Worldwide (2012)</th>
<th>78.5%</th>
</tr>
</thead>
<tbody>
<tr>
<td>UWCSEA</td>
<td>99.4%</td>
</tr>
</tbody>
</table>

IB average diploma score

- **Worldwide**: 29.8
- **UWCSEA**: 36.5

In 2013, 98.1% of UWCSEA Dover (I)GCSE candidates passed with gradings between A* and C, ahead of the UK independent schools statistics as published by the Independent Schools Council.

East Campus
The East Campus has a Primary, Middle and High School. East Campus was authorised for the IB Diploma in 2012 and is an IB World School.

IB and (I)GCSE results
The first IB Diploma candidates at East Campus will sit for exams in May 2014.

The first East Campus cohort sat (I)GCSE examinations in May 2013. The overall (I)GCSE performance saw 96.7% of candidates passing with gradings between A* and C, higher than those of UK independent schools as published by the Independent Schools Council.

Teacher professional life
UWCSEA aims to provide an exceptional professional experience to its teachers and to be an employer of choice. As a member of the UWC movement and a Round Square School, UWCSEA espouses the educational values of Kurt Hahn, whose motto was ‘plus est en vous’—there is more in you than you think. We provide teachers with a dynamic and challenging professional life.

Teachers are expected to contribute wholeheartedly to the provision of the educational programme, and all teachers run activities or service projects in addition to their teaching. This includes supporting students in their participation in local (Singapore-based) service programmes, Global Concerns projects, numerous sporting teams, drama, music and arts projects as well as leadership groups and special interest clubs. Each year gives students the opportunity to participate in expeditions outside Singapore to destinations in the region and further afield, accompanied by staff.

Professional learning opportunities
We recognise that staff need to be supported in striving to be the best that they can be and as a result, offer a robust professional learning programme for teachers. The programme is comprised of peer learning and mentoring, workshops led by internal and external experts and a wide range of opportunities to attend professional development programmes in Singapore and overseas.

Learning from peers
Among the full-time teaching staff, we have 6 IBDP Authorisation Team Chairs/Consultants/Team members, 71 IBDP examiners as well as a number of IB PYP, MYP and DP workshop leaders, allowing us to run in-house workshops and seminars. There are also 16 Apple Distinguished Educators on staff. Digital literacy coaches help teachers to find the best uses of technology to support student learning.

Workshops
Last year, more than 300 teachers attended workshops or seminars in the region, as well as conferences run by EARCOMS and ECIS. Our teachers regularly act as lecturers, seminar leaders and facilitators at educational conferences and in sessions for their peers.

External experts are also invited to provide workshops or seminars on campus. UWCSEA’s professional development programme for all academic staff includes regular workshops and training provided by experts in their fields. Examples include Reading Workshop and Writing Workshop led by Teachers College, Columbia University; assessment sessions with Dylan Wiliam; and mathematics engagement workshops with Matt Parker.

UWCSEA’s Centre for International Education at the East Campus further enhances the opportunities for professional development and training for our teachers. The Centre hosts educational conferences, workshops and events that make UWCSEA a regional hub for educators and thinkers worldwide, further establishing the College as a leader in international education.

Promotion opportunities
Existing teachers are always considered when looking to fill new roles within the College. The East Campus expansion is also providing considerable opportunity for promotion and development.

Teacher exchanges
The College is developing a network with other excellent schools worldwide where teacher exchanges can be arranged.

Supported study
Teachers may apply for partial funding (up to 50 percent) of any approved master’s degree or other courses.

Sabbatical leave
Teachers may apply for unpaid sabbatical leave, normally after serving with the College for more than eight years.
Living in Singapore

Singapore is a safe and efficient garden city with a unique cultural balance. A fascinating mix of a modern Western city and a proud Asian heritage, there are futuristic skyscrapers, Chinese shop houses, Malay mosques, Hindu temples and seemingly endless air-conditioned shopping malls, all in an island of around 700sq kilometres (270sq miles), with a population of over five million.

Singapore's airport, public housing and transport, educational provision, medical facilities, shopping, dining and travel opportunities are among the best in the world. English is widely spoken.

The climate is equatorial, with the daytime temperature range 24–34C (75–93F). The humidity is relatively high throughout the year, but the heat is not oppressive and air conditioning is widespread.

Income tax is low, about 10 percent of gross annual income. GST (Goods and Services Tax) is set at 7 percent.

Utilities are competitively priced and the cost of most daily items is similar to those in other developed countries. As a consequence, teachers enjoy a relatively high level of disposable income allowing the potential for savings and travel.

Inexpensive, accessible public transport options make it unnecessary to own a car, although about 50 percent of teachers do.

Applying to join UWCSEA

Over the next few years, a number of opportunities will arise at UWCSEA due to the expansion of our East second Campus as well as our ongoing need to replace teachers who leave Singapore.

All vacancies are advertised on our website and also appear online through the CoIS, IB, Round Square and SEARCH websites. We also advertise in The Times Education Supplement.

There are normally two recruitment sessions for teaching staff during the year: the first in October and the second in January/February. Interviews take place in Singapore and London.

If you are interested in joining UWCSEA, please subscribe to the RSS feed available on our website for prospective staff: www.uwcsea.edu.sg/staffing. All upcoming vacancies are advertised via the website.

Alternatively, please email your current CV, complete with recent photograph to staffing@uwcsea.edu.sg.

10 reasons to teach at UWCSEA

1. A robust professional learning programme that includes peer learning as well as a wide range of professional development opportunities.
2. A highly competitive benefits package.
3. An enjoyable and challenging working environment.
4. UWCSEA’s commitment to being a leader in international education.
5. Our pledge to live our values and share those values with our committed students.
6. The opportunity to work with a dedicated and talented faculty in an environment where expectations are high.
7. Access to a full range of digital tools and peer mentors to support excellence in the use of technology for student learning.
8. Strong staff involvement in the students’ personal and social development.
9. The quality of our facilities and the range of activities and service opportunities.
10. Singapore’s quality of life including extensive opportunities for leisure and travel.

The UWCSEA benefits package includes a competitive salary, contribution towards housing, medical insurance, a service gratuity (set at 20 percent of gross salary at the end of each year), recruitment and repatriation flights and biennial leave passages.