

# SCIE

Shenzhen College of International Education



**深圳国际交流书院**

Shenzhen College of International Education

办中国最好的国际高中

Version of 2026-2027



Website QR Code VR

Website: <https://www.scie.com.cn/>

Tel: +86 (0)755 8349 5025

Address: 3 Antuoshan 6th Rd, Futian, Shenzhen, China 518040

Apply by letter with CV to [Vacancies@scie.com.cn](mailto:Vacancies@scie.com.cn)



A top international school for Oxbridge placements in the UK (Ranking 3<sup>RD</sup> in 2023)

Provides IGCSE, A-Level and AP courses tailored for motivated and gifted students.

Holds the  
**highest**  
number of CAIE academic awards in China.

School  
Achievement  
and  
Opportunities

“SCIE remains recognized as one of the world’s leading international high schools, reflecting its strong academic reputation and global standing.”

**CIS Accreditation 2025**

Why should I consider a teaching post at SCIE ?



Work  
Environment  
and  
Culture

Enjoy a friendly Professional atmosphere that values teachers.

A great  
work-life  
balance

with six personal time period and 24 teaching lessons per week. (55% contact time)

Located in  
**Shenzhen**

South China- an inviting city with low pollution and a warm climate

Location  
and  
Lifestyle

Enjoy  
**lower cost**  
of living with excellent savings potential.





## SCIE

Founded in 2003 with the approval of the Shenzhen Education Bureau as the first full-time high school (Y10 to Y13) teaching an international curriculum in downtown, SCIE is a highly selective day and boarding school. Using English as the medium of instruction and communication, the College offers IGCSE, AS and A-Levels to students aged 14 to 18.

Although privately owned, SCIE is governed by a Board of advisors composed of representatives of staff, parents, the school owners, and management is wholly run by the Principal Team.

## Mission

Our mission is to educate **Students in a Challenging International Environment** that leads to academic achievements at the highest level, where they learn **Social responsibility, Creativity, Independence, and Enthusiasm**, which will provide each student with the best preparation for future opportunities as global citizens.

SCIE is accredited by/ a member of





## Curriculum

The four-year programme at SCIE is divided into two years of IGCSE and two years of A-Levels mostly through Cambridge International (CAIE). English is a compulsory course across all four years at SCIE. English follows the Edexcel syllabus for IGCSE and GCSE. A significant number also study AS & AL English Language and Literature. The College offers the widest range of CAIE courses in China, covering courses in a wide variety of disciplines: Arts, Humanities, Commerce, Mathematics, Physical Education and Sciences.

We are expanding our provision with the introduction of an AP stream, hence there are opportunities for teachers interested in some AP teaching in various AP subjects.

## Teaching & Learning

Teaching and Learning at SCIE is diverse, researched and personalised. The Teaching and Learning committee, using the Great Teaching Toolkit, review what outstanding teaching looks like and create a monthly newsletter sharing resources created by leading figures in teaching and learning.

Teachers are encouraged to take pride in their pedagogy and share examples of good practice via teaching and learning carousel events.

## Offers

Students at SCIE are highly motivated and aspire to the best overseas universities. The class of 2025 received 41 Oxbridge offers and most have offers from UK G5 universities. Students also apply to top universities, liberal arts colleges and art schools in the US and last year received offers from Harvard, Yale, Stanford, Cal Tech, Johns Hopkins, and Berkely as well as Art offers for Rhode Island and Parsons. Students also receive offers for medicine majors from Imperial College London, University College London and the University of Hong Kong.

The curriculum, while recognising traditional strengths in Science, Mathematics and Engineering, offers the broadest range of subjects of any Cambridge centre in China. SCIE has become a magnet for students looking beyond the STEM subjects and has achieved accolades for Humanities, Arts, and Languages. Our students have gone on to study Literature, Philosophy, Medicine and Law as well as interdisciplinary subjects like Architecture, Linguistics, and PPE.

## Admission

With particular focus on English proficiency and Mathematics, the College admits students through a rigorous internal assessment process. The average acceptance rate in the past few academic years has been around 10%.

## Faculties

In 2025, the College has over 200 full-time teachers and 90 administrative staff, of which 150 is expat teachers. Among the teaching staff, more than 90 have postgraduate qualifications or higher. Teachers come from more than 25 countries and regions, including Australia, Canada, Colombia, India, Ireland, South Africa Spain, United Kingdom, and the United States etc.

Our teachers are committed to helping our students realise their full potential. They understand how to help our students achieve outstanding academic performance through providing a wide variety of excellent learning activities. Showing great concern for students, our teachers put students first, and they are generous with their time.

The standard teaching load is 24 lessons  $\times$  40 minutes periods (mostly doubles) per week. In addition, teachers enjoy six periods of timetabled personal time, when presence on campus is not expected. So they can go home and not feel guilty. Although we have day and boarding students, teachers have no boarding responsibilities.







G1 Week Session-Physics



Science Week



Math Teaching Club



Mid-Autumn Festival Activities



Form Class Trip



ECA Fair



Geography Enrichment



New York Field Trip



CPD: Enrichment and GnT at SCIE



Teacher and Student Debate



Sports Day



CPD: Well-being

## CPD



SCIE offers a great range of CPD opportunities. Teachers are encouraged to pick an aspect of teaching or leadership to develop and they can take full advantage of a range of high-quality professional development packages including Karen Ardley Associates, The Great Teaching Toolkit, and Teaching Walkthrus. We also have regular well-structured in-house programmes, access to Cambridge Assessment training, and job-alike workshops through our membership in regional organisations FOBISIA and EARCOS.

## House & ECAs

At SCIE, we emphasize both academic and non-academic development. Our strong House System fosters a sense of community through inter-house competitions, while over 200 clubs and societies, categorized into 10 areas, offer students a variety of opportunities, including community service and leadership roles.

Our pastoral provision provides a form tutor system with tutors mentoring their students through their time at the college. The boarding facility is staffed locally by an experienced team who also oversee student evening study and arrange weekend activities.



House Decoration



# Facilities

In August 2020 we moved to our brand new purpose-built campus in Antuo Hill. The new site is fully equipped with smart classrooms, Arts and Music studios, 40 science laboratories, a 750-seat theatre, sports facilities and all that we need to facilitate the high quality teaching and learning of the College community. The top floor, with a comfortable staff lounge and gym, is accessible to staff only.



Classroom



Pilates Club



Book Day



Hiking



Teacher Office



Laboratory



Christmas Dinner



Staff Rugby Club



Spartan Team



Boat Trip



Theatre



Staff Gym



Staff Activity: Pearl Handcraft



Gymnasium



Library



Staff Lounge

## Staff Council




Our elected Staff Council is composed of members of staff, responsible for meeting with the school's leadership team regularly to discuss current staff concerns, organising staff activities (such as staff trips, dinner functions, etc), and managing an overall staff budget that covers many different areas. They also present the annual pay review to the Board.


Our teachers benefit from a diverse range of enriching activities, such as staff trips, staff clubs, and birthday parties. These activities contribute to their work life balance and overall well-being.



# Remuneration



A degree in the area of expertise



Qualification

A teaching qualification (PGCE, QTS or equivalent)

≥ 2Years

Two-years of teaching experience

Level	RMB per month(Gross)
	2026-2027
20	34,500
21	35,300
22	36,200
23	37,000
24	37,800
25	38,600 Maximum Entry Point
26	39,300
27	40,400 Maximum Entry Point for Heads of Faculty and SLT
28	41,500
29	42,700
30	43,900
31	45,000
32	41,600
33	47,200
1 USD=7.13 RMB; 1 GBP=9.3 RMB (As of 06 Nov, 2025)	

In addition, the starting salary is increased by one point for every two years teaching at AS/AL, IGCSE or equivalent.

The highest starting point is 25. After joining SCIE, teachers progress one point each year up to the maximum.

Note: Average tax rate of the salary is about 20%

## Benefits

- Accommodation**

Free, furnished apartment with bilingual property management support
- Annual Flight Allowance**

15,000 RMB/Year both for self and 1 dependent to be paid directly into salary
- International Medical Cover**

Full Medical coverage for self & 1 dependent (excl. US)
- Free Schooling**

Up to 2 dependents tuition FREE from age 5 to 18 at affiliated school(GOS/SOIS) and SCIE(UK Y10-Y13)
- Relocation Allowance**

Up to 7,000 RMB for Single and 10,000 RMB for Couple



# Accommodation

Different styles fully furnished apartments are provided by the school



## Standard Apartment

Master Bedroom  
Second Bedroom (convertible to a study with a fold-out sofa bed)

## Family Apartment (for families with children)

Master Bedroom  
Second Bedroom  
Third Bedroom (adaptable as a study with a fold-out sofa bed, or as a dedicated children's bedroom)





## Location

SCIE located in Futian, the CBD district of Shenzhen. The campus is within walking distance to the international shops, supermarkets, and restaurants. It is a stone's throw away from the Antuo Hill subway station, providing easy and convenient access to the city's extensive metro network.



### Living in Shenzhen

Living in Shenzhen Having celebrated its 45 year Special Economic Zone status in 2025, Shenzhen is one of the most modern cities in the world. It is a well-planned city with large areas of green space and many cycle paths. Compared to most big cities in China, Shenzhen enjoys clean air with easy access to nature.

Shenzhen is a cosmopolitan city that often pleasantly surprises expats. In addition to how green it is, the city offers many cultural attractions and outdoor pursuits. International brands, such as Starbucks, Uniqlo and Sam's Club, are found throughout the many shopping malls and areas.

- Scan to explore our campus in a 360° virtual tour



## Application Process



Submit Application by  
Cover Letter with CV to  
[jobs@scie.com.cn](mailto:jobs@scie.com.cn)



**FIRST INTERVIEW**  
Subject based knowledge interview  
with a demo lesson or lesson plan  
required



**SECOND INTERVIEW**  
Follow up interview with principal and  
details about salary package details



References & Background Check  
Safeguarding phone call to current school



**FINAL JOB OFFER**

\*No offers may be made until the entire recruitment process completed

## Holidays

Summer holiday is mid June to early August. We also have 2 weeks for Christmas, 3 weeks Chinese New Year holiday, first week of October for China's National Day Holiday as well as Chinese long weekend breaks where applicable.

## Staff Testimonials - new staff from 2025

Teaching at SCIE is great! What stands out most is the creative and intellectual culture here. I have the privilege of teaching remarkably curious and engaged students who approach Geography not just as a subject, but with insight and enthusiasm, asking questions that connect classroom learning to the real world.

Great students at SCIE are complemented by a friendly, supportive and collaborative atmosphere among the staff, including a great HR department. There is a strong sense of shared purpose that makes SCIE a truly positive environment for professional growth and plenty of CPD opportunities to support this. I am also able to benefit from a healthy work-life balance, which has sadly not been the case at some of the previous schools I have worked at.

This balance has allowed my wife and I to enjoy all that Shenzhen has to offer, which is considerable. I am continually impressed by the city's dynamic energy, a blend of innovation, green spaces, and evolving cultural scene. Whether exploring its modern architecture, shopping, or discovering a new neighbourhood and places to eat, living here is both convenient and exciting. It is a genuine pleasure to be part of the SCIE community, and I would recommend it to anyone.

Craig Johnson-Teacher of Geography, Form Tutor of G1, 2025 new staff rep

SCIE has one of the strongest school spirits I've experienced. The soul of the school comes from many things: the students who constantly surprise and inspire you with their creativity and genuine desire to gain mastery of your subject, to your colleagues who offer endless support in and out of the classroom. My sense of team extends far beyond my excellent colleagues in the English Department, and our culture of collaboration and encouragement makes a real difference from the moment you arrive.

As soon as students sense your love for your subject, you'll have students who will come and wish to debate a linguistic conundrum or discuss a book you recommended to them, which is such a joy!

My work extends to the extracurriculars, where I'm helping the Music/Drama department put on their first Madrigal performance; you can do as much and so much of what you love, though it may lie outside of your lessons or specialism. My inspiration to improve and engage with my professional development, as well as my personal well-being, has been invigorated; I'm encouraged to use my energy and passion. I can do all of this and find balance to explore and enjoy my new life in the fast-paced, beautiful city of Shenzhen.

Lillie Bamford-Teacher of English, Form Tutor of G1

Scan for more valuable insights from other teachers

