




WORKING AT HARROW SHANGHAI

FROM AUGUST 2027

APPLICATION PACK

Educational Excellence *for* Life and Leadership

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HARROW
INTERNATIONAL
SCHOOL
哈罗国际学校
SHANGHAI 上海

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Harrow London

Harrow Shanghai



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A Welcome from the Head Master

Welcome, and thank you for your interest in joining Harrow International School Shanghai.

A school is defined by its people. At Harrow Shanghai, we are fortunate to have a talented and committed team of teachers and professional staff who care deeply about their work, their colleagues and, above all, the young people they serve. Together, they have created a warm, ambitious and supportive community in which both pupils and adults are encouraged to flourish.

We believe that excellent schools are built on strong relationships, shared purpose and high expectations. We seek colleagues who are passionate about their profession, intellectually curious and committed to helping every pupil achieve their very best. In return, we offer an environment where professional expertise is valued, collaboration is encouraged and colleagues are supported to continue developing throughout their careers.

As a British curriculum school in Shanghai, we combine the traditions and values of a Harrow education with the opportunities that come from being part of a vibrant international community. Our close links with Harrow School in the UK and the wider AISL family of schools provide opportunities for professional collaboration, while our location in one of the world's most dynamic cities offers a rewarding and enriching experience both inside and outside the classroom.

One of the great strengths of Harrow Shanghai is our community. Ours is a school where people know one another well, where colleagues work together with generosity and purpose, and where staff, pupils and families share a commitment to excellence in all that we do. We believe that when teachers and professional staff feel valued and supported, they are able to make the greatest difference to the lives of young people.

If you are looking for a school where you can make a meaningful contribution, continue to grow professionally and become part of a welcoming and ambitious community, I encourage you to explore our current opportunities. We would be delighted to hear from you.

Christopher McAllister

Head Master

HARROW INTERNATIONAL SCHOOL 哈罗国际学校 SHANGHAI 上海

HARROW SHANGHAI 哈罗上海 2025

A Level Results

A Level 成绩

HARROW INTERNATIONAL SCHOOL 哈罗国际学校 SHANGHAI 上海

100% A*/A

30% students achieved all A*/A grades
哈罗学子取得所有科目全A*/A

Harrow Shanghai's A*/A average well above that of UK schools
A*/A率远超英国本土私校



67%
An average A*/A grades in recent 5 years
哈罗上海近5年平均A*/A率

A*/A grades

- **100%** Music 音乐
- **92%** Biology 生物
- **88%** Chemistry 化学
- **85%** Further Maths 进阶数学

Best
Maths and Further Maths results in the school's history
数学和进阶数学再创佳绩

Maths 数学	70% A*/A	92% A*- B
Further Maths 进阶数学	75% A*/A	100% A*- B

100% A*/A grade

- Biology 生物
- Geography 地理
- Computer Science 计算机科学

Making a Difference: how our teachers make an impact

HARROW INTERNATIONAL SCHOOL 哈罗国际学校 SHANGHAI 上海

We care for, challenge and support a very special group of students. Every visitor to our school finds that there are children around every corner who will tell you just how much they love the school and its teachers.

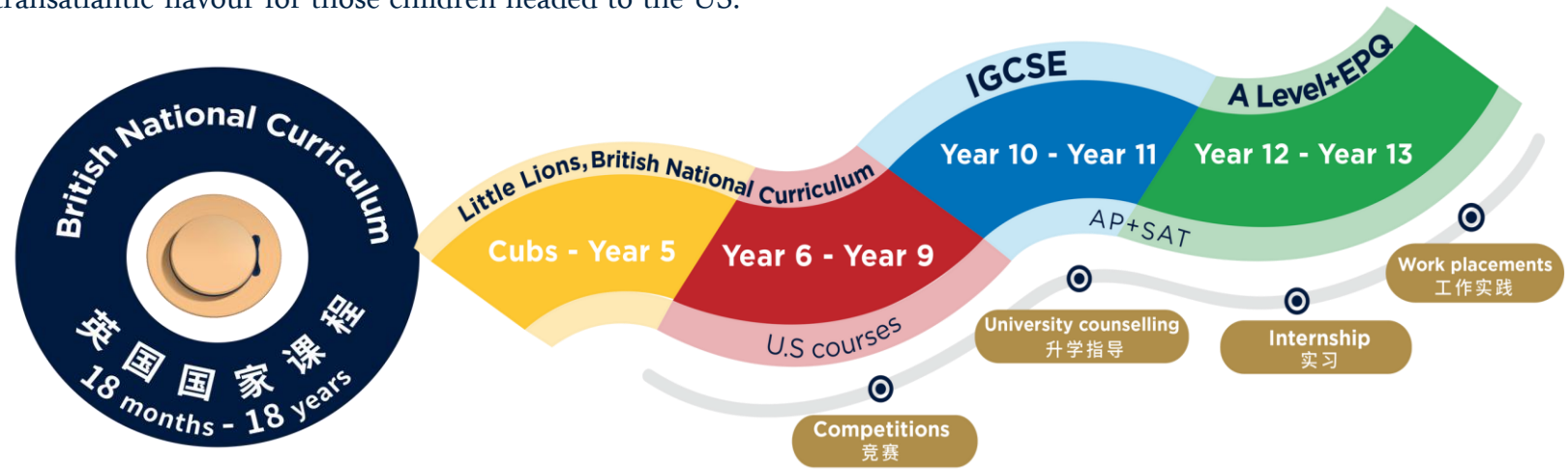
Our teachers are, above all, the adults in our children's lives who look after and care for our children. They are class teachers or subject specialists; they are tutors within our robust and connected House system; they are Heads of House, PSHE teachers, residential leaders, counsellors and simply trusted adults. A Harrow Shanghai teacher makes a huge impact every day because our children know they care.

Meet Our Teacher - Discover a world of possibilities

Making a Difference: how our teachers make an impact

Our teachers are also well-qualified, committed professionals with the experience, subject knowledge, and teaching and learning expertise to make an impact on the learning of our young people. We teach the English National Curriculum adapted to the needs of our pupils, in our context, with a dash of transatlantic flavour for those children headed to the US.

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Making a Difference: how our teachers make an impact

Our teachers make a difference every day. Perhaps the best way to demonstrate this is to give you an idea of what life looks like at our school for our children. Cast your eyes over the activities: there are teachers involved in every one of them. They organise, support and engage – our teachers have the chance to follow their own enthusiasms, and to encourage the next generation of enthusiasts.

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Academic Activities
学术类活动









Performing Arts
音乐艺术表演





Making a Difference: who we are looking for

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We don't have a fixed picture of a Harrow Shanghai teacher. We are looking for people who will be energetic, curious, visible and committed to developing our whole community. We are also looking for people who want to learn about our families and are keen to form strong relationships with them.

Skills are likely to include:

- Strong verbal and written communication skills
- A range of well-developed collaborative skills
- Adaptable pastoral skills
- A good understanding of how schools work
- An ability to manage competing demands
- Good organisational skills

Qualifications and experience are likely to include:

- A good first degree, a PGCE or equivalent, and, for leadership positions, a higher-level degree (not necessarily in education)
- Significant experience in a good school
- Evidence of both curriculum and pastoral interest and excellence
- Substantial teaching experience in an English-curriculum school

Personal qualities will include:

- Warmth and an ability to convey care and love
- Curiosity, openness and a sense of wonder
- A very well-developed sense of perspective (and humour)
- Resilience and adaptability
- High levels of empathy
- Cultural responsiveness and interest

Professional Growth at Harrow Shanghai

A good teacher is always learning, and Harrow Shanghai offers our staff the full range of opportunities to develop their skills and careers. As part of the AISL Harrow group of schools, we also benefit from the AISL Academy, which in partnership with the Institute of Education in London supports staff with accredited courses and a wide selection of high-quality online courses.

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Opportunities include:

- NPQs, IPCSL and NPQH in partnership with the Institute of Education
- AISL Academy access
- Professional Learning Groups in school
- Weekly in-house training in a wide range of areas
- Attendance at leading educational conferences through our membership of FOBISIA and ACAMIS

Our Community

The Harrow Shanghai community is close-knit, with around 500 students from 350 families across Shanghai. Most students are academically strong, often learning English as a second or third language, and come from diverse backgrounds with a mainly Chinese cultural heritage. Families are supportive, engaged, and have high expectations. We value relationships and foster strong connections with families through open communication and community events.

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Our People

We care for, challenge, and support a very special group of students. Our teachers are caring, trusted adults who make a real difference every day—whether as class teachers, tutors, Heads of House, counsellors, or mentors. Our students know they are genuinely cared for.

They are also highly qualified professionals who bring expertise, commitment, and passion to every lesson. Teachers at Harrow Shanghai are involved in every part of school life—organising activities, supporting pupils, and sharing their own passions.

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Our Benefits

Competitive Remuneration

- Role-benchmarked base salary
- Discretionary annual performance bonus

Medical & Wellbeing

- Comprehensive medical insurance will be provided to eligible staff and dependents

Family Support

- Tuition remission will be provided to eligible staff

Career Growth

- CPD provision & sponsorship
- Career opportunities across our AISL Harrow school network

Expatriate Package (where applicable)

- Housing allowance
- Relocation and repatriation flights for employee and eligible dependents
- Annual flights for employee and eligible dependents
- Relocation and repatriation allowance



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How to Apply

If you are interested in finding out more about us, or working for Harrow Shanghai, the process is straightforward.

If a position has been advertised on the TES (which is where we post all of our positions), please follow the links to our recruitment portal. You are welcome to visit the portal at any time, of course, and to apply for any positions we have available:

https://career.aisl-edu.com/home/school?n=Harrow_Shanghai

For more information about working with us, please visit our website: https://www.harrowshanghai.cn/work-with-us/

The next steps after this will depend on the candidate, but will include conversations with senior staff and other leaders at the school.

Harrow Shanghai takes its safeguarding and child protection responsibilities seriously. All adults in the school community are required to undertake a full safeguarding process, including social media checks. Please see the school website for our Safeguarding policy.

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