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VENTURE

Recruiting and Developing Teachers and Leaders

For K-12 Schools in China

February 2021



It started with a question...

One of the most common questions we are asked is “can you help us recruit teachers?” After repeatedly saying no, we realised it wouldn’t be too hard to put together a list of reputable recruitment companies and related recruitment advice, so that’s what we have done!

There are two parts to this short guide: companies who can help schools to recruit teachers and leaders, and professional development and teacher training opportunities that can help to develop and retain talent.

This is the first edition of this guide. If your company is not featured and you’d like to be added, please get in touch: contact@ventureeducation.org



Recruitment of Teachers and Leaders

Teacher recruitment has been an ongoing global challenge for international and bilingual schools in recent years. According to a 2020 report produced by the Council of British International Schools (COBIS), senior leaders from British international schools worldwide have been significantly improving their offer to teachers through enhanced professional development, improved performance management, and increased salaries and benefits. Despite this proactivity in addressing recruitment and retention, 88% still find recruiting high-quality teachers 'somewhat' or 'very challenging'.

In China, the explosive growth of the international education sector and the ongoing global pandemic have created serious challenges. Constraints to human resources and staffing has been listed as one of the top three challenges for British education companies in China in the Position Paper of the British Chamber of Commerce in China (BCCC) for three consecutive years.

Featured Companies

The following is a short list of recruitment services that have been recommended by partners and clients.

Education Recruitment Experts



WHAT THEY SAY

Asia's experts in education recruitment. Recruiting staff across all sectors in the education industry from marketing managers to CEOs and board directors, professors to deans and teachers to principals. Headquartered in Shanghai, we cover Greater China, South East Asia and the Middle East. Fully independent and transparent, we take the guesswork out of recruiting. Free for job seekers, with transparent pricing for clients, we carry out full background checks on both.

Website: educationrecruitment.expert

Email: info@educationrecruitment.expert

Eurus



WHAT THEY SAY

Eurus is a teacher recruitment agency specializing in assessing, up-skilling and placing teachers into bilingual and international schools in China and beyond. Eurus aims to help hard-working, motivated teachers find the most suitable career opportunities. We work with schools, teachers and expert training partners to provide a platform to enhance the employability of our teachers and match them to the schools that require their skillset.

Eurus currently offers two services:

- Bilingual teacher recruitment & teacher training service

- Bilingual school & international school recruitment service

Website: eurusrecruit.com

Email: info@eurusrecruit.com

Tes



WHAT THEY SAY

Tes helps schools find and recruit teachers across the globe, and bring new teachers into the profession through initial teacher training. We also help in-service teachers to progress through continuous professional development and support whole school communities with safeguarding and duty of care online learning services.

Website: tes.com

Email: recruitment@tes.com

Recruiting Teachers and Leaders

The following list is compiled of recruitment companies that can assist schools in hiring teachers and leaders both internationally and from within China. We have produced this as a useful free resource to share with schools but do not actively endorse any companies nor take responsibility for the quality of services provided. If you would like your company to be added to the list, please email us at contact@ventureeducation.org.

TEACHERS		LEADERS		
Company	Details	Description (in their own words)	Contact	
 Anthony Millard Consulting	1 office Est: 2004 HQ: London, UK	"Anthony Millard Consulting specializes in search and recruitment of educational leaders, providing advice on all strategic aspects."	Website: anthonymillard.co.uk Email: info@anthonymillard.co.uk	
 Carney, Sandoe & Associates	1 office Est: 1977 HQ: Boston, US	"Carney, Sandoe & Associates places teachers and administrators in K-12 private, independent, and like-kind (charter, magnet, pilot, and merit) schools across the nation and worldwide."	Website: carneysandoe.com Email: recruitment@carneysandoe.com	
 Celsian Education	6 offices Est: 1993 HQ: Luton, UK	"Celsian Education matches exceptional teachers and support staff with fantastic primary, secondary and special education needs schools."	Website: celsianeducation.co.uk Email: contact@celsianeducation.co.uk	
 DIRECT	2 offices Est: 2014 HQ: Dublin, Ireland	"DIRECT recruits teachers from all over the world for jobs and provides advice on CVs, free training and networking opportunities."	Website: directtrs.com Email: claire@directtrs.com	
 Education Recruitment Experts	1 office Est: 2016 HQ: Shanghai, China	"Education Recruitment Experts recruits staff across all sectors in the education industry from marketing managers to CEOs and board directors, professors to deans and teachers to principals."	Website: educationrecruitment.expert Email: info@educationrecruitment.expert	

TEACHERS		LEADERS	
Company	Details	Description (in their own words)	Contact
 Edvectus	4 offices Est: 2013 HQ: London, UK	"Edvectus specializes in matching internationally-minded, qualified teachers with appropriate international schools and allowing candidates to access online training."	Website: edvectus.com Email: teacher@edvectus.com
 Engage Education	9 offices Est: 2008 HQ: Watford, UK	"Engage Education places British teachers in partner schools and helps teachers from Canada, Australia, New Zealand, South Africa, UAE, Ireland and other locations across the globe to make the jump to the UK."	Website: engage-education.com Email: enquiries@engage-education.com
 Eteach	5 offices Est: 2001 HQ: Bracknell, UK	"Eteach provides education recruitment solutions where teachers, school leaders and support staff look for the latest jobs and where recruiters attract the best candidates."	Website: eteach.com Email: info@eteach.com
 Eurus	1 office Est: 2018 HQ: Beijing, China	"Eurus specializes in assessing, up-skilling and placing teachers into bilingual and international schools in China and beyond."	Website: eurusrecruit.com Email: info@eurusrecruit.com
 Global Teacher Recruitment (GTR)	4 offices Est: 2016 HQ: Hong Kong, China	"Global Teacher Recruitment places ESL teachers in learning centers, English schools and international schools across Asia."	Website: globalteacherrecruitment.com Email: careers@globalteacherrecruitment.com
 Impact Teachers	5 offices Est: 2005 HQ: London, UK	"Impact Teachers specializes in recruiting high-quality supply teachers and teaching assistants for primary, secondary and special needs schools across London and the UK."	Website: impactteachers.com Email: jen@impactteachers.com
 INTA Education	2 offices Est: 2018 HQ: Shanghai, China	"INTA Education connects fully-qualified teachers with globally-recognized international and bilingual schools across China and Asia."	Website: intachina.com Email: info@intachina.com

TEACHERS LEADERS

Company

Details

Description
(in their own words)

Contact



International Teachers Plus (ITP)

2 offices
Est: 2012
HQ: Ottawa, Canada

"International Teachers Plus (ITP) offers full recruitment services and a wide variety of international teaching jobs at reputable international schools."

Website:
internationalteacher-plus.com
Email:
teachers@internationalteacher-plus.com



ISS-Schrole Advantage

1 office
Est: 2013
HQ: Osborne Park, Australia

"ISS-Schrole Advantage offers members personalized recruitment support to deliver teachers and school administrators an unsurpassed opportunity to connect with employment opportunities."

Website:
iss-schrole.com
Email:
investors@schrole.com



Protocol Education

36 offices
Est: 1994
HQ: London, UK

"Protocol Education helps education staff from the UK and overseas find work in nurseries, schools and academies in England."

Website:
protocol-education.com
Email:
ian@gkstrategy.com



Reach To Teach

2 offices globally (including New Taipei City)
Est: 2005
HQ: Algona, US

"Reach To Teach places native English teachers in ESL teaching jobs and volunteer positions in destinations all over the world for free."

Website:
reachtoteachrecruiting.com
Email:
Info@ReachToTeachRecruiting.com



RSAcademics Ltd

1 office
Est: 2002
HQ: Manchester, UK

"RSAcademics enables independent schools worldwide to thrive, by finding and developing leaders, guiding decision makers, making connections and shaping debate."

Website:
rsacademics.com
Email:
info@rsacademics.com



Search Associates

22 offices
Est: 1990
HQ: Pennsylvania, US

"Search Associates helps primary and secondary administrators, teachers, counselors, librarians, and interns find exciting positions in international schools around the world."

Website:
searchassociates.com
Email:
jmagagna@searchassociates.com



SeekTeachers

2 offices
Est: 2009
HQ: London, UK

"SeekTeachers provides teaching jobs for education professionals in international nurseries, schools, colleges, and universities around the world."

Website:
seekteachers.com
Email:
enquiries@SeekTeachers.com

TEACHERS LEADERS

Company	Details	Description (in their own words)	Contact
 Teach Away	2 offices Est: 2003 HQ: Toronto, Canada	"Teach Away specializes in international teacher recruitment and online teacher professional development, matching educators with the best jobs teaching abroad in over 50 countries."	Website: teachaway.com Email: rebecca@teachaway.com
 Teacher Horizons	1 office Est: 2011 HQ: London, UK	"Teacher Horizons connects talented educators with teaching opportunities at schools all over the world."	Website: teacherhorizons.com Email: info@teacherhorizons.com
 Tes	20 offices Est: 1910 HQ: London, UK	"Tes helps schools find and recruit the teachers they need and connect teachers with job opportunities across the globe."	Website: tes.com Email: recruitment@tes.com
 TIC Recruitment	1 office Est: 2005 HQ: Cardiff, UK	"TIC Recruitment provides a reliable and responsive service to find great teachers and leaders for international school jobs around the world."	Website: ticrecruitment.com Email: enquiries@ticrecruitment.com
 Top Schools	2 offices Est: 2012 HQ: Hong Kong, China	"Top Schools specialises in recruiting academic and non academic positions in the Education sector, across Hong Kong, China and South East Asia."	Website: https://www.topschools.asia Email: meishana@topschools.com.hk
 Veritas Education Recruitment	3 offices Est: 2015 HQ: London, UK	"Veritas Education Recruitment provides short to long-term teaching and support staff opportunities in schools throughout the UK."	Website: veritas-education.com Email: enquiries@veritas-education.com
 Vision for Education	13 offices Est: 2008 HQ: Sheffield, UK	"Vision for Education recruits experienced and newly-qualified teachers, teaching assistants, supervisors and other school support staff for short and long-term placements and permanent jobs."	Website: visionforeducation.co.uk Email: info@visionforeducation.co.uk



Professional Development for Teachers and Leaders

As an alternative to hiring externally, many schools choose to develop teachers and leaders from within their organisations. This can have many benefits, including increased staff retention, improved staff satisfaction and a lower overall cost than hiring new staff from abroad.

Although there are a variety of international qualifications on offer for both new and in-service teachers, the majority require the teacher to take at least part of the qualification in-country. There are a range of UK qualifications that provide a greater deal of flexibility and allow individuals to take the qualification from within China. These qualifications are all suited to different training needs, and are delivered entirely online, offline, or in blended formats.

UK Qualifications for China-based Teacher and Leaders

English Teaching Qualifications:

- **CELTA** = Certificate in English Language Teaching to Adults (120 hours)
- **TESOL** = Teaching English to Speakers of Other Languages (200 hours)

Professional Development:

- **Cambridge PDQs** = Professional Development Qualifications (150 hours)

K-12:

- **iPGCE** = (International) Postgraduate Certificate in Education (1-2 years)

Post-graduate Degrees:

- **MA in Education** = Master of Arts in Education (1-2 years)
- **MEd** = Master of Education (1-2 years)

Featured Qualifications

Cambridge PDQs



UNIVERSITY OF NOTTINGHAM NINGBO CHINA (UNNC)



Cambridge PDQs are aimed at in-service teachers and educational leaders wishing to develop their practice. The 150-hour courses are available online, allowing teachers to pursue their own development part-time alongside their jobs, usually over 3-4 months. UNNC is the first (and currently, the only) centre in China to offer Cambridge PDQs wholly online.

UNNC currently offers two Cambridge PDQs:

- Certificate in Teaching and Learning
- Certificate in Educational Leadership

Priced at 12,000 RMB, Cambridge PDQs are highly practical, school-based qualifications that allow teachers and leaders to tailor their learning to their own teaching or leadership context.

International PGCE (iPGCE) – China



BUCKINGHAM INTERNATIONAL SCHOOL OF EDUCATION (BISE)



An iPGCE is a teaching qualification specifically designed for teaching and learning in international contexts. It is largely aimed at in-service teachers and available in distance-learning or blended formats.

Credits from the international PGCE can count towards a Master's in Education, and the iPGCE can also provide Qualified Teacher Status (QTS) if combined with an assessment-only route to QTS.

Priced at £6,500, BISE offers an in-school PGCE training provided directly by the institution (rather than paid in-country representatives). BISE is also offering a bilingual iPGCE from 2021, and a localised course which blends UK-Chinese pedagogy with British IP.

iPGCE for Teachers in China

The following list is compiled of iPGCE providers for teachers in China. We have produced this as a useful free resource to share with schools but do not actively endorse any institutions nor take responsibility for the quality of services provided. If you would like your company to be added to the list, please email us at contact@ventureeducation.org.

TEACHERS	Institution	Website
	University of Bath	https://www.bath.ac.uk/campaigns/postgraduate-certificate-in-international-education-pgcie/
	Buckingham International School of Education (BISE)/ University of Buckingham	https://www.bise.org/international-pgce
	University of Derby	https://www.derby.ac.uk/online/education-courses/ipgce-online
	Durham University (Huili Institute of Learning)	https://iol.huilieducation.cn/pgce/
	University of Nottingham (UK)	https://www.nottingham.ac.uk/education/study/pgcei/index.aspx
	Queen's University Belfast (QUB)	https://www.qub.ac.uk/courses/postgraduate-taught/international-postgraduate-certificate-in-education-pgce/

TEACHERS LEADERS

Institution

Website



University of Sheffield

<https://www.sheffield.ac.uk/postgraduate/taught/courses/2020/international-postgraduate-certificate-education-ipgce-ipgce>



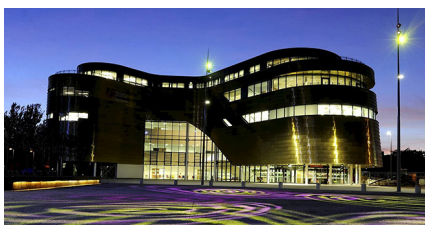
University of Strathclyde

<https://www.strath.ac.uk/courses/postgraduate/taught/ipgce/>



University of Sunderland

<https://www.sunderland.ac.uk/study/education/pgce-international-dl/>



Teesside University

[https://www.tees.ac.uk/postgraduate_courses/Education_Early_Childhood_&_Youth/PGCEi_Learning_and_Teaching_in_International_Contexts_\(Online\).cfm](https://www.tees.ac.uk/postgraduate_courses/Education_Early_Childhood_&_Youth/PGCEi_Learning_and_Teaching_in_International_Contexts_(Online).cfm)



TES Institute (University of East London)

<https://www.tes.com/institute/ipgce>



University of Warwick

https://warwick.ac.uk/fac/soc/cte/professional_development/internationalpgce/



University of the West of England (UWE)

<https://courses.uwe.ac.uk/X71A6/international-early-years>



Advice for Schools

The following insights were gathered by three educational recruitment specialists on some of the factors which can attract and sometimes put off teachers who apply for positions in international schools, bilingual schools, international departments and training schools in China.

One specialist took pains to tell us: "These teachers are level-headed, reasonable and responsible educators who want to do positive work. Challenges, when raised, were brought up as honest concerns, not because the teachers were negative or prone to complaining." Although many factors may already be familiar to those working in this area, we thought it might prove a useful summary for schools when thinking in teams about their offering, job adverts and organisational culture.

Push and Pull Factors

Opinions expressed reflect the views of over 300 British teachers seeking work in China over the past year.

Push Factors

1. Top of the class

An overwhelming number of teachers really enjoy working with their students in China. They feel that they do not have to worry about classroom management as much as they do back home as students in China are very often dedicated and hard-working, while high and rising educational standards in country mean that teachers can often empower high academic achievement.

2. Show me the money

Whilst the salaries might not be as high as in the Middle East, the way of life, and relative freedom that is enjoyed in China, make up for this.

3. R-E-S-P-E-C-T

Many candidates are attracted by the fact that teachers are respected and, in a lot of cases, held in high regard in China. Teachers appreciate how dedicated pupils are and how invested parents are in their children's education. Homework is often taken very seriously, as is feedback, and families are usually very appreciative of teachers' efforts with students. Teachers also often comment on feeling safe, respected and welcome when travelling and going out.

4. Variety is the spice of life

Depending on what they are looking for, due to China's vast size, there is something for everyone. From the ski-slopes and ice-climbing in the far north, to the tropical islands in the south, the cultural and historic cities at the heart of China, to the modern cosmopolitan financial centres, the mountains with amazing hikes, and breath-taking scenery to the coastal beaches, recruiters with in-depth knowledge of living in China can often help to make the most of this.

Pull Factors

5. Hunt the post

Whilst there are a number of positions available in China, it can be hard to gauge who the reputable schools are especially when coming from outside. The sheer number can give a feeling of desperation and thus reduces their appeal.

6. Bad news

Whilst initially apprehensive about the way COVID-19 was being dealt with in China, people here have come to appreciate the strong way the government has dealt and are dealing with the virus, especially when looking at the situation abroad, and feel relatively safe. However, despite this appreciation and the dramatically improving air quality records in many population centres across the country, negative perceptions of China as a destination persist, from pollution to authoritarianism and anti-foreigner sentiment, and can be off-putting. Challenges with visas, often happening in the first steps of the job process, can also add significantly to these negative perceptions.

7. Sharp Practices

China moves fast and not all organisations are as reputable as others. There are a lot of unscrupulous recruiters who pop up on WeChat, with little to no recruitment experience, and who do not properly vet the institutions they work with, nor the educators they recruit. For teachers who really care about delivering high-quality education, horror stories about schools which put profit first, make false promises, suffer from mismanagement or lock staff into dubious contracts can be dismaying enough to make them rethink.

8. Trouble at Home

Many applicants have central questions about housing; enquiring particularly whether it is supplied by the school or by private landlords. Teachers appreciate the help with housing but could do with more support when dealing with issues that arise, and appreciate more transparency and language support with their living accommodation than is sometimes forthcoming.

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My most important advice as a recruiter to schools looking for high quality staff is: **don't leave it to the last minute to turn to agencies when their pool is thinned out by schools that have engaged them early as part of their yearly teacher supply strategy.** If you turn to agencies in June expecting them to pull fully- qualified teachers out of the hat to start in August, you might be lucky and get some great teachers, but your chances will not be as good as those who started earlier.

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Venture Education is a UK-China educational consultancy that supports the continued growth and empowerment of quality education in both countries. This includes research, market entry advisory, business development, partnerships, and mergers & acquisitions.

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