



Harrow Little Lions Kindergarten opened its doors to our founding staff and families in August 2025. Since then, we have grown together as a community as we strive to provide the very best Early Years education for our young learners.

With capacity for over 220 Nursery and Reception pupils, who benefit from priority entry to Year One at Harrow International School Hong Kong, our purpose-built indoor and outdoor learning spaces spark curiosity, inspire creativity and promote problem-solving. Our Little Lions Curriculum is specifically designed for AISL Harrow Schools and draws from the very best examples and experiences of kindergarten curricula around the world. It incorporates the core Harrow values of courage, honour, humility and fellowship, and is designed to ensure that the standards of the Early Years Foundation Stage of England are mapped and exceeded.

Establishing a warm, nurturing environment where each individual feels valued for who they are is a priority for us. By fostering strong, positive relationships within our founding community, we have cultivated a supportive learning atmosphere where everyone can thrive and achieve their potential; pastorally and academically, personally and professionally.

JOB DESCRIPTION	
1. Job Information	
Job Title:	Early Years Class Teacher
Responsible for and Work Location(s):	Harrow Little Lions Kindergarten Kowloon, Hong Kong
Department:	Early Years
Section:	-
Start Date:	August 2026
Reporting to:	Head of Harrow Little Lions Kindergarten
Dotted Line to:	Head of Lower School
Line Managing:	-
Relationships	<ol style="list-style-type: none">1. School community including academic and non-academic staff2. Vendors (including architects & designers, contractors, service providers)3. AISL Harrow Group4. Local Government Authorities (EDB, Transport Dept, Lands Dept, etc)5. Parents and Pupils

2. Job Purpose

Play a vital part in supporting the day-to-day success and ongoing development of Harrow Little Lions Kindergarten, fulfilling our commitment to the vision of Educational Excellence for Life and Leadership.

Working closely alongside colleagues across the kindergarten, the successful candidate will be at the heart of creating a dynamic, nurturing, and enriching learning environment where children thrive, families feel valued, and staff are supported. With a strong focus on high-quality teaching and learning, you will help deliver an ambitious Early Years curriculum, observe and assess children's progress, and contribute to the continuous evaluation and improvement of our provision.

3. Responsibilities and Competencies

Responsibilities

To maintain high standards of learning and teaching by:

- Planning and delivering impactful, play based learning experiences that lead to high levels of involvement and independence
- Creating inspiring learning environments, both indoor and outdoor, which promote curiosity and support independent application of skills and knowledge for all pupils
- Ensuring that all teaching is informed by children's needs, interests and developmental stages
- Adapting strategies to ensure that the needs of all pupils are met
- Fostering, by example, a spirit of enquiry and culture of excellence in the classroom
- Monitoring progress across the curriculum and ensuring judgements on attainment are accurate and up to date
- Using assessment to identify individual strengths and plan next steps
- Keeping families up to date with their child's progress, attainment and next steps through informal and formal lines of communication
- Effectively using a range of IT to support learning

Contribute effectively to pastoral care in the Kindergarten by:

- Implementing safeguarding policies and procedures and reporting concerns promptly
- Placing high importance on pupil wellbeing and development
- Creating a safe, inclusive and supportive environment where all children feel secure and valued
- Communicating and consulting with parents on any issues relating to the wellbeing and pastoral development of pupils
- Consulting with the Leadership Team regarding communication with parents
- Promoting and role modelling positive behaviour in an age-appropriate manner in line with policy
- Following relevant health and safety policies with regard to the health and safety of pupils both on and off the Kindergarten premises

Contribute effectively to the Harrow Horizons programme:

- Participation in the super-curriculum programme in one or more activities, including:
 - a. Leading a super-curriculum activity
 - b. Contributing to the co-curricular programme

All teachers are expected to:

- Keep up to date with best practice and work collaboratively with colleagues to support continuous improvement across the setting
- Actively seek opportunities to develop professionally (subject-specific knowledge, teaching and learning theory and research, career-related goals)

- Participate fully in the annual Professional Performance Review cycle and proactively take part in the various CPD opportunities provided by both the Kindergarten and the AISL Harrow Academy Programme
- Participate in setting-wide CPD initiatives and be prepared to share expertise during internal CPD programmes
- Support and contribute to the Kindergarten’s strategic development plan
- Demonstrate professionalism at all times, including punctuality, preparation, and respectful conduct.
- Actively contribute to events and participate in the wider life of the Harrow Little Lions community

Other responsibilities:

- Undertake duties as the Head of School or a delegated representative may reasonably request.

Education is ever-changing and all staff are expected to participate constructively in school activities and to adopt a flexible approach to their work. Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. The post holder will be expected to comply with any reasonable request from the line manager to undertake work of a similar level that is not specified in this job description. This job description will be reviewed regularly and may be varied in light of the business needs of the school.

4. Required Qualifications and Experience

Education	<ul style="list-style-type: none"> • Bachelor’s Degree or above in Early Child Education
Qualifications	<ul style="list-style-type: none"> • A postgraduate teaching qualification, including QTS • Evidence of relevant and challenging continuing professional development
Skills	<ul style="list-style-type: none"> • The ability and commitment to be an excellent classroom teacher • Effective at creating and managing high-quality learning environments indoors and outdoors • Confident in observing pupils within a play-based environment and using assessment to identify next steps • A commitment to the wellbeing and pastoral care of children • The ability to inspire others and lead by example, role modelling the Kindergarten’s vision statement Educational Excellence for Life and Leadership in relationships with pupils, colleagues and parents • The ability to work in a successful and dynamic team, contributing to a shared commitment of continuous improvement • Excellent inter-personal skills with pupils, colleagues and families • Excellent administrative, organisational, and developed IT skills
Experience	<ul style="list-style-type: none"> • Knowledge and experience of the Early Years Foundation Stage Curriculum • Proven experience as a highly successful classroom teacher • A proven track record of supporting and enabling progress and attainment for all pupils • A proven track record of suitability for working with children and young people, including the ability to form and maintain appropriate relationships and personal boundaries • Experience of collaborating with colleagues
Knowledge	<ul style="list-style-type: none"> • Up-to-date knowledge of successful and innovative teaching and the latest curriculum developments and initiatives • Knowledge and understanding of child development and its impact on learning and behaviour • Knowledge and understanding of promoting positive behaviour in a developmentally appropriate manner



	<ul style="list-style-type: none">• Up-to-date knowledge of issues surrounding young people and a proven track record of delivering on wellbeing initiatives
Personal Qualities	<ul style="list-style-type: none">• Ability to exercise discretion and confidentiality• Personal warmth to gain the confidence of pupils, staff and parents• Positive rapport with pupils• High levels of personal presentation, integrity and communication skills• Ability to communicate concisely and sensitively, both orally and in writing, to a variety of audiences
Attitudes	<ul style="list-style-type: none">• A team player with leadership qualities and a reflective and flexible approach• Organised, energetic, positive and able to self-direct• Positive, enthusiastic and energetic approach to life• Ability to think creatively and imaginatively• Committed to the Harrow Little Lions Kindergarten ethos• High expectations for pupil attainment, personal development and conduct• Ambitious and aspirational for oneself and for the Kindergarten• Committed to professional development and show a willingness to undertake appropriate training as required• A positive 'can do' and solution driven approach in all aspects of the role