



# ULINK FUTURE EDUCATOR

家国天下 无问西东

*Beyond east or west, for all humanity*

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# About Ulink

## A PIONEER IN INTERNATIONAL EDUCATION IN CHINA SINCE 2004

Mr. Liang Xun'an, founder of Ulink Education, pioneered the introduction of the IGCSE and A-Level curriculum systems in China through a partnership with Cambridge Assessment International Education (CIE). Ulink Education was officially established in Guangzhou in 2004. Over the course of 21 years, Ulink has expanded to campuses in Guangzhou, Shanghai, Beijing, Suzhou, and Wuhan.

As of September 2025, Ulink College Shanghai has cultivated over 3,800 graduates, who have pursued further studies across the globe, including in the United States, the United Kingdom, Canada, Europe, Australia, Hong Kong (China), and other countries and regions. Ulink schools offer international secondary education programs ranging from two to four years to Chinese students, with an optional boarding system.



### 2005

By partnering with Shanghai Normal University, Ulink Education established Ulink College of Shanghai, becoming one of the international curriculums with the best achievements in terms of higher education in Shanghai.

### No.1

The first Cambridge Center in Eastern China

### 24

Nations represented among faculty

### 1,700+

Students enrolled in 2024-2025

### 3,800+

Graduates from Ulink College of Shanghai

### 180

Graduates accepted by Oxbridge

### 80%

Faculty with a master degree or higher

### 62

Number of courses offered

### 17

Acres of school area



### A Level IB SABIS®

Our international curriculum also offers some of the mainstream AP courses

### 25

Average class size

### 7:1

Student-teacher ratio

### 17,000

Number of books in libraries

### 90+

Number of clubs and organizations created and run by students

# About the Future Educator Programme

The Future Educator Programme (FEP) at Ulink College Shanghai is a dynamic, three-year initiative designed to nurture the next generation of outstanding educators. We seek ambitious graduates from top global universities who are passionate about shaping young minds and committed to excellence in teaching. Through a structured and stimulating pathway, FEP participants receive comprehensive training, mentorship, and hands-on experience. By the end of the programme, candidates will be fully qualified teachers, equipped with the International Postgraduate Certificate in Education (IPGCE), Qualified Teacher Status (QTS), and—where applicable—the Chinese National Teaching Certificate.



# Mentorship System

Every Future Educator is supported by a dedicated mentor who provides guidance, feedback, and encouragement throughout the programme. This relationship is central to your professional growth, helping you reflect, refine your practice, and build confidence as an emerging educator.

## Overview

### Engage in College Life

As a Future Educator, your role will extend well beyond the classroom. You'll be immersed in the full rhythm of college life — contributing to enrichment activities, pastoral care, and the wider school community. From supporting key events such as open days, sports days, and school galas to building relationships that shape a safe, inclusive, and vibrant environment, you'll make a meaningful impact across every aspect of the student experience.

### Make a Meaningful Impact

You'll work closely with experienced teachers, contribute meaningfully to your department, and support students through tailored academic extension.

### Grow into an Exceptional Educator

With expert training and personalised mentoring throughout, this programme equips you with the skills, confidence, and qualifications to become an exceptional educator.

## Trainee Profile

We're looking for individuals who embody the following qualities:

- ✓ A high-quality degree from a leading university abroad
- ✓ Very high standards of spoken and written English
- ✓ Clear and confident communication skills
- ✓ Resilience in facing challenges and overcoming setbacks
- ✓ A strong drive for excellence and high standards
- ✓ Cross-cultural experience that fosters integration between international and local staff
- ✓ A professional and vocational approach to teaching
- ✓ Willingness to engage fully in the life of the school

## Progression and Completion

Throughout the programme, your growth will be supported and reviewed annually. Both the Academic and Pastoral teams will provide structured feedback, which is compiled into a single evaluation by the Deputy Principal of Academic Development. Upon successful completion of the three-year programme, you will transition to a full teaching contract and be encouraged to apply for leadership or specialist roles within the school.

## Trainee Responsibilities

As a Future Educator, you'll be held to high professional standards and expected to contribute actively to school life. Your responsibilities include:

- ✓ Engaging fully and professionally with all aspects of the programme
- ✓ Being reflective and open to feedback at all times
- ✓ Upholding the highest standards of the school
- ✓ Meeting deadlines and fulfilling professional obligations
- ✓ Contributing to the overall work of your department
- ✓ Building and maintaining strong relationships with mentors and colleagues
- ✓ Building and maintaining strong relationships with students and parents
- ✓ Demonstrating independence and initiative by seeking out CPD opportunities
- ✓ Making consistent progress through the training modules



## Detailed Training Plan

### Academics



#### Teaching responsibilities

Trainees will work with the FEP leader, their mentor and their HOD to determine the exact nature of their teaching responsibilities. The programme is designed to be flexible on this matter and exactly how much responsibility is given to the trainee will depend upon quality control requirements. The overall intention is for trainees to take on more responsibility as the year progresses.



#### Professional Growth & CPD Opportunities

The Future Educator Programme offers a rich and sustained pathway for professional development across all three years. Trainees receive Cambridge International subject-specific training, take part in four Ulink PD-dedicated days each academic year, and are granted full membership to PeerSphere-hosted professional learning communities, where they collaborate with educators across the network. To support evidence-informed practice and reflective growth, trainees enjoy unlimited access to the Great Teaching Toolkit. In Year 3, they complete the Cambridge PDQ (Professional Development Qualification), further strengthening their credentials and classroom impact.



#### Academic extension

Trainees are expected to develop and participate in academic extension. This will include the school's G&T Programme and Oxbridge Programme.



#### Research

Trainees are expected to contribute to the school's research priorities and will be assigned research tasks by the Research Coordinator.



#### Academic intervention

Trainees are expected to mentor students who are placed on Academic Support Plans and will be managed by the Student Development and Support Coordinator.



#### Chinese Teaching Qualification

Where appropriate, trainees will be allocated 2 periods a week of self-study time to pursue their Chinese Teaching Qualification. Support will be offered by the school as required.

### Pastoral



#### Student Affairs Office

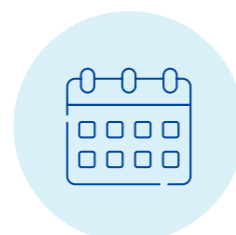
To support Ulink's vision of becoming the best example of international education in China, Future Educators will work closely with the Student Affairs Office to deliver high-quality pastoral care. This includes contributing to student wellbeing through daily behaviour guidance, emotional and psychological support, and effective home-school communication. Trainees will play an active role in fostering a safe, respectful, and inclusive school environment.



#### Student Boarding Office

In order to achieve the goal of "second classroom" of education in the dormitory, to cooperate with SBO for the care and growth of students, to provide communication, emotional guidance, sharing information, etc.

Successful probation will be determined by the Head of Graduate Teacher Development in conjunction with the trainee's Mentor & HOD.



#### Probation Period

In accordance with Chinese law, 6 months' probation on a 3-year contract [For Chinese Nationals] and a two-month probation for a 2-year contract for international candidates who join in August [2.5 years contract if the candidate joins in Spring].

## Salary & Benefits

At Ulink College Shanghai, we believe in recognising talent, supporting growth, and celebrating contribution. As a Future Educator, you'll enjoy a competitive salary package alongside a wide range of professional, personal, and lifestyle benefits.

### Salary

- Annual package of up to **£39,000**
- Oxbridge graduates receive an additional **RMB 100,000 retention bonus**



### Professional Development

- Full membership of PeerSphere professional learning communities
- Unlimited access to the Great Teaching Toolkit
- Financial support for external PD courses — up to £1,000 per year
- Cambridge PDQ (Professional Development Qualification) in Year 3
- Four Ulink PD-dedicated days per academic year
- Cambridge International subject-specific training available



### Wellbeing & Support

- Access to **three support centres** offering free legal, financial, and personal guidance
- Complimentary **gym facilities and annual health checks**
- Comprehensive **medical insurance** (statutory + supplementary)
- Free **on-campus health counselling events**



### Leave & Holidays

- Fully paid holidays: **Summer (≈2 months), Winter (≈4 weeks), Christmas (≈2 weeks)**
- Holiday gifts and bonuses for: **National holidays, Women's Day, Teacher's Day, Staff birthdays**
- Paid leave types: **Sick leave, Maternity/Paternity leave, Bereavement leave**



### Additional Perks

- Meal and housing allowances
- Long-term service awards at 3, 5, and 10 years (up to £2,500)
- Marriage, childbirth, and bereavement allowances
- Annual paid team-building trip
- Free shuttle bus
- Diverse and delicious dining options
- Family Day celebrations
- Regular team-building activities



# Feedback from Former Trainees



## Maggie Fu

Fall 2024 Trainee  
Subject: English  
University of Warwick

I am very honored to participate in the FEP programme this year. When I applied to join Ulink last year, I felt anxious when I received an offer from the FEP programme because I had never heard of any school having a programme like this. However, after I started working at Ulink, the care of the leaders and the friendship of my colleagues completely dispelled my doubts and allowed me to quickly integrate into the Ulink family. The FEP programme has improved a lot throughout three years of refinement, giving new teachers plenty of room to grow. We don't need to face a full schedule when we are not fully prepared. Depending on each person's progress, our mentors will set a development plan to help us become mature teachers.

Moreover, Ulink emphasizes the importance of professional development for teachers. Taking a series of systematic and professional training, I have been able to learn the advanced educational concepts of forward-looking educators and have made successful attempts to apply them in my class. Welcome to the Ulink FEP! Together, we can become better us and create infinite possibilities!



## Yun Shen

Fall 2024 Trainee  
Subject: Chemistry  
University College London

"What I really appreciated is the balance between independence and support. I have the freedom to design and run the lessons, but when things go sideways, my mentor is always there to help guide me back on track."



## Roxie Cai

Fall 2024 Trainee  
Subject: Math  
Imperial College London

"My mentor, with her wealth of experience and reliability, provides me with insightful feedback after observing my classes."



## Shuyi Xu

Fall 2023 Trainee  
Completion: 2025  
Subject: Biology  
Imperial College London

Every great forest begins with a single seed. Two years ago, I was that seed, full of potential but needing the right soil to grow. This Ulink FEP programme provided that fertile ground, and I am thrilled to now stand as a young sapling, rooted in the supportive soil of our school community.

My mentor Mrs. Kavita and Ms. Carolyne's wisdom was the sunlight, guiding my growth, while the collaboration of our entire Biology and Chemistry department provided the steady rain of encouragement. Most importantly, the students were the rich soil itself—their curiosity, energy, and brilliant questions were the essential nutrients that fueled my development. They challenged me to branch out, adapt my lessons, and truly flourish.

This wasn't just training; it was a transformation. I am bursting with gratitude for everyone who nurtured this growth. I'm not a finished tree yet, but I am strong, ready to keep growing, and excited to continue fostering a love for biology in this forest of learning we call home. The best is yet to come!



# From Programme Leaders

## Kavita Pradeep Kumar



**Programme Leader; Head of Graduate Teacher Development**  
**Subject: IB Biology**

The Future Educator Programme (FEP) is your gateway to an exciting journey as an inspiring educator! This prestigious two-year programme is designed by Ulink College of Shanghai, to induct and elevate aspiring teachers from the world's top universities, combining expert training in pedagogy with immersive classroom experience.

At FEP, we believe in hands-on learning backed by cutting-edge teaching methodologies. Our participants dive deep into a blend of theory and practice, gaining insights from internationally recognized professional development opportunities—all fully funded by the school. You'll have the chance to grow, adapt, and excel, guided by some of the best minds in education.

We are proud to host a remarkable cohort of future educators from some of the world's most esteemed institutions, including Cambridge University, University of Manchester, Imperial College London, Columbia University, University College London, University of New South Wales and other leading global universities. These outstanding individuals are not just learning the art of teaching; they are revolutionizing it with their innovative perspectives and unwavering dedication to educational excellence.

Completing the programme opens doors to far more than just advanced teaching skills—it offers the possibility of a permanent teaching position within our institution. Picture yourself shaping the future by inspiring some of the brightest minds, including 18 of our students who recently earned the prestigious Top in the World Award in the CIE exams.

As part of our team, you'll have the extraordinary privilege of mentoring these exceptional achievers, guiding them toward even greater heights. Don't miss your chance to be part of this transformative experience.

If you're driven by a passion for teaching and ready to impact lives, join us at the Future Educator Programme, where your journey as a world-class educator begins!

## Shane Johnschwager



**Head of Academic Center**  
**Subject: A-level History**

When I was asked to develop a graduate teacher training programme for Ulink I was impressed by the level of investment the school was prepared to make in its trainees.

In the UK it is quite common for graduate trainees to be given full timetables in challenging schools. Regrettably, this "sink or swim" approach has caused many talented teachers to struggle with the demands of the role and sometimes drop out of education altogether.

At Ulink we were determined to avoid this. We not only provide a comprehensive programme of high-quality training and support, we also ensure trainees are given a limited timetable. This way, teachers have the time to develop good habits from the start and have sufficient planning time to implement their training in the classroom. I am pleased that this approach has worked and we are proud that all graduates of FEP have gone on to become strong classroom teachers.

If you want to develop your teaching career in a supportive and professional environment, I can think of no better programme than FEP.

# Ulink Teachers



We will further enhance professional development for our teachers, providing them with a more robust career growth platform. We are committed to introducing and developing advanced learning systems to improve student academic performance. Through our dedication to holistic education, we aim to cultivate well-rounded individuals and establish the Shanghai campus of Lead International School as a benchmark for international curriculum programmes.



Among the first participants of FEP, I've gone from a fresh grad to a vice principal in just five years. Now, after thirteen years in education, I'm the executive principal of a top-tier Shanghai school with over a thousand students. If you love teaching, stay open to new ideas, and are ready to keep learning and exploring, this programme can give you the tools and direction to build a truly rewarding career in international education — maybe even beyond what you imagine possible.

Ulink Shanghai College Principal **Xun'an Liang**

Ulink Shanghai College Executive Principal **Jenny Li**

At Ulink, we are deeply committed to the growth and development of our teachers. We offer a comprehensive teacher professional development (PD) programme that is designed to cater to the diverse needs of our educators. Our PD resources are structured into four distinct categories: Personal PD, Subject-Specific PDs, Department-Specific PD and Career-Stage-Specific PD, to ensure that our teachers receive the most relevant and targeted support at every stage of their careers.

The school prides itself on the diversity and skill of its teaching force. At present, Over 290 teachers and 160 faculty staff in UCS from 24 countries work collaboratively to create an enriching learning experience for our students. Among them, 80% hold a master degree or higher. The average teaching experience exceeds 8 years. Our teachers, who are experts in their fields, are passionate about their subjects and are actively involved in professional development, making them well-equipped to support students with various learning styles.

## How to Apply

**Contact:**  
**HR Recruiting Team (hr@ulink.cn)**  
**campus.recruiting@ulink.cn**

The school adheres to the value of "serving students by empowering teachers", continuously providing teachers with a wealth of internal and external training opportunities to help them learn, research, and reflect on their educational practices. If you are interested in joining us to promote the development of international education, you are welcome to apply for the Ulink Future Educator Programme.





Ulink Shanghai Future Educator  
Program-Express your interest!



#### CONTACT US

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