Lead the Change
About Teach For Hong Kong

We envision all children in Hong Kong have equal opportunities to access quality education and realize their potential.

Teach For Hong Kong (TFHK) is a non-profit organisation and a part of a global movement dedicated to developing leadership in classrooms and communities to ensure all children have equal opportunities to access quality education and realize their potential.

Core to achieving this vision is to get great leaders into classrooms as teachers, for a minimum of a one-year commitment.

We recruit Hong Kong’s most promising young leaders, inspire and empower them to lead the change - starting from classroom

Our Fellows and Alumni strive for the aspirations of students. In 4 years, we have enlisted over 70 Fellows serving over 10,000 students in more than 20 schools. As a collective endeavor - students, Fellows, Alumni, our cross-sector partners and community members - we are helping to tackle educational inequity through our Fellowship Program.

We are part of a global movement with a shared vision to expand educational opportunities.

TFHK is inspired by a global movement from “Teach For All”, a global organization where they have been empowering the world’s future leaders to transform their societies through education, working to ensure children who live in poverty to have access to good education.

Up to now, there are more than 40 countries across the world joining this global movement. TFHK will hold the same value and mission to create positive changes in our society. Through TFHK, you will realize that teaching as leadership is the bedrock of systemic change in education.

TFHK Fellowship Program offers a combined leadership development and employment opportunity, allowing Fellows to grow to be leaders and give back to the community simultaneously. Fellows teach in a wide range of subjects in accordance with the requirements of partner schools, and regardless of if they are fresh graduates or working professionals.

During the year, Fellows:
- teach at a school serving underprivileged students, with stipends and perks;
- receive tailor-made professional development and networking opportunities;
- experience one-on-one coaching and mentoring to fast-track personal and professional growth.

In the Program, Fellows are empowered and nurtured to be great leaders, taking the lead to make change for Hong Kong education.

“Be the change you wish to see.”
Raymond Yang & Matthew Kwok | Alumni 2017-18
Co-founders @JustFeel
Program Features

Realize Your Mission and Create Impact from Day One

Throughout the TFHK Fellowship Program, Fellows are placed to schools in need as full-time teachers to create positive changes in the classroom, where they will face a wide range of teaching challenges and students issues and we empower them to overcome those problems by themselves.

Join a Network of Future Leaders and Passionate Changemakers

Fellows are part of a collaborative network of educators and leaders who are passionate about achieving educational equity.

TFHK Fellows are people of diverse backgrounds, perspectives and experiences who come together to build a better education for the next generation. Many Alumni remain in teaching, while others become leaders in schools or work in different capacities to develop innovative solutions to problems in education.

Accelerate and Unlock Your Full Leadership Potential

The Fellowship Program provides a unique leadership experience to accelerate Fellows’ personal and professional development. With training and mentoring, Fellows are empowered and challenged to be high-performing leaders in the community.

After a rigorous and rewarding year, Fellows develop to be the emerging transformational leaders with core competencies that they could bring back to their own work in different sectors.

After the journey, apart from further pursuing a teaching career to enlighten more students, many Alumni pave their exciting career paths for leadership positions beyond the classroom, taking with them the invaluable skills and experience gained throughout the Fellowship.
**Program Map and Structure**

**Summer Institute**
*Jul - Aug 2019*

Summer Institute is an intensive 6-week training program to equip Fellows with skills and knowledge on: Induction to TFHK Movement, Teaching as Leadership and Cross Sector Engagement, preparing them for the challenges ahead.

We have established a partnership with The Quality School Improvement Project (QSIP) of CUHK for a one-week theory-based teaching training in the Summer Institute, to develop Fellows’ essential teaching skills before school placement.

**Leading a Classroom**
*Sep 2019 - Jun 2020*

During the school year, Fellows learn to effectively lead a classroom and inspire students to realize their potential through their three pillars of work: 1) In-Class Teaching, 2) Extra-Curricular Activities and 3) Life & Career Education. Also, during the period, Fellows gain a monthly living stipend of HKD12,000.

**Join a Network of Changemakers & Leaders**
*After the completion of Fellowship Program*

Throughout the Fellowship Program, Leadership Development Officer and School Mentor engage Fellows in regular self-reflection and personal growth conversations.

They also conduct lesson observations to assess Fellows’ teaching practice. Following each observation, Fellows will self-evaluate their progress, achievements and challenges, developing strategies and action plans with the observer to better their performance.

We are dedicated to supporting Fellows to launch high impact career upon the completion of the Fellowship. Our Fellows have full access to TFHK’s prestigious and diverse advisory board, which include CEOs and business leaders from firms such as McKinsey and Goldman Sachs.

On top of that, our signature Employer Partnership Program connects Fellows to corporate partners and help our Fellows secure employment opportunities in high-impact industries.

**Key Components**

**Summer Institute**

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**Placement & Leadership Experience**

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**Ongoing Professional Development**

Our team will continue to drive Fellows’ growth and development by providing different trainings, experience sharing and field trips etc., held regularly on evenings or weekends. The sessions are mostly run by Alumni and professional community partners who will become part of your network.

**Coaching and Mentoring**

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**Career Development**

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Good Leaders Should Also Be Good Teachers

Guided by TFHK’s “Teaching As Leadership”, Fellows learn how their role as an educator will help them build foundational skills for changing the systems that contribute to educational inequity.

Great teachers exhibits outstanding leadership skills, not only in their classrooms, but also throughout their schools, districts, communities, and beyond. Through the Program, Fellows learn the necessary skills to lead effectively both inside and outside of the classroom, in an environment where they can practice them every day, and with the evidence to demonstrate success.

Regardless of what position Fellows would take up after the Fellowship Program, these skills can always be used as they are readily transferable and not just limited to the teaching career.

**Fellows develop skills to:**

- **Plan Purposefully**
  Define your ultimate goal and make clear what your definition of success is with the implementation of various strategies

- **Engage Stakeholders**
  Demonstrate a professional manner to proactively engage different stakeholders, consolidate relationships and initiate collaborations

- **Execute Effectively**
  Ensure everything you are doing is aligned with the set goal, with a strong sense of ownership and professional standard

- **Understand Self**
  Keep reflecting yourself, identify your own strengths and weaknesses, plan and take actions for own improvement

- **Understand Change**
  Actively listen to others, learn other perspectives and develop a greater understanding for diverse mindsets, and then identify changes and try to find out possible solutions

With reference to the “Teaching As Leadership” by Steven Farr, Teach For America
Be Empowered Through the Journey of a Lifetime

TFHK provides Fellows with a comprehensive network to fast track their professional development and go beyond the completion of the program.

Leadership Development Officer
Leadership Development Officer (LDO) guides and coaches Fellows throughout the Fellowship Program. LDOs partner with Fellows to help them reflect on their alignment with the overall objectives of the Program and achieve ambitious goals for self-development and student changes.

School Mentor
An experienced teacher who provides rigorous one-on-one coaching, regular classroom observations and pastoral care to guide Fellows’ development as a teacher throughout the Program.

Professional Learning Community
Professional Learning Community (PLC) is a working force of Fellows with an aim to foster collaborative learning environment and enable the sharing of best practice, emotional support and collaboration.

“Education is a walk, not a talk, and TFHK is my walk”
Karen Chung | Alumnus 2017-18
Account Development Associate (ASEAN and North Asia)
@Service Now
Imagine Your Future

Our Alumni are respected leaders and changemakers across a number of sectors. Throughout the Fellowship, you will develop the necessary skills that make you highly competitive in the different fields:

- **37%** Teacher
- **18%** Business & Law
- **18%** Non-profits
- **15%** Entrepreneurship
- **12%** Further Studies

Source: 2018 TFHK Alumni Survey by Teach For Hong Kong

Employer Partnership Program

Our Employer Partnership Program is designed to support our Fellows’ career development. The Employer Partners will guarantee interview opportunities to our Fellows for their graduate program. Below are the corporates who joined the program:
Application Information

Who we are looking for:
Teach For Hong Kong is looking for candidates with leadership potential who demonstrate a lifelong commitment to drive systemic changes in education.

To be eligible, applicants must:
- be aged 30 or below
- hold a Bachelor’s degree in any field of study
- have an exceptional leadership with track record
- be strongly committed to working in Hong Kong

Selection Criteria:
Throughout the selection process, applications are thoroughly reviewed and candidates are required to demonstrate the 8 Core Competencies during the interview. (See Below)
We believe that these Core Competencies can be reflected by your past experiences, be it exchange program, internships or other learning experiences.

- Strategic Planning & Execution
- Enterprising & Openness
- Sensitivity towards Others’ Needs
- Cross-sector Engagement
- Professionalism
- Resilience & Grit
- Self-awareness
- Empowerment & Teamwork

How to apply:
Applicants must submit an online application by one of the deadlines below:
First Deadline: 30 Nov 2018
Second Deadline: 11 Jan 2019
Third Deadline: 24 Mar 2019

Find out more:
Get in touch: recruitment@tfhk.org
Follow our Updates: fb.me/teachforhongkong

Recruitment and Placement Process

1. Online Application:
Apply via our online application and share with us your background, accomplishments, experiences and interest in TFHK.

2. Pre-Assessment
Selected applicants will be invited to complete the pre-assessment task by email. Each applicant will be asked to prepare two videos - Self-Introduction & Teaching Simulation (5 minutes each).

3. Assessment Centre By TFHK
Shortlisted applicants will go to the next stage - In-person Assessment Centre. The assessment consists of three major components: Personality test, Group discussion and Role-play. You will be joining with other applicants to exchange your views and experiences.
Online interviews via Skype are also available if you are based abroad and cannot attend one of our in-person Assessment Centres. Kindly note that we may hold interviews on weekends.

4. Offer & Placement (School Selection)
Successful applicants will receive an email shortly after the assessment. Upon the acceptance of the offer, you will become TFHK Fellow and enter the school selection process. You will be invited to a school interview and placed in one of our partner schools afterwards.
Contact Us

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Cheung Sha Wan Hong Kong
Telephone: +852 2652 5995
Email: recruitment@tfhk.org
Website: www.tfhk.org
Facebook: www.facebook.com/teachforhongkong
Instagram: Teach For Hong Kong
Linkedin: https://www.linkedin.com/company/teachforhongkong
Teach For Hong Kong Fellowship Program 2019-20

Type of Position:
Graduate Job (1-year Program)

Program Details:
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During the year, Fellows:
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- Receive tailor-made professional development and networking opportunities;
- Experience one-on-one coaching and mentoring to fast-track personal and professional growth

Who we are looking for:
We are looking for three types of people:
- Education Changemaker who is eager to drive Systemic Changes to Education
- Equality Ambassador who aspires to uplift the lives of underprivileged students
- Purpose Explorer who wishes to take a gap year to pursue your purpose of life

In addition, to be eligible, applicants must:
- Be aged 30 years or younger
- Hold a Bachelor’s degree in any field of study
- Have a strong leadership with a track record
- Have a long term commitment to working in Hong Kong

Selection Criteria:
Throughout the selection process, applications are thoroughly reviewed and candidates are required to demonstrate the 8 Core Competencies during the interview. (See Below)

We believe that these Core Competencies can be reflected by your past experiences, be it exchange program, internships or other learning experiences.

- Strategic Planning & Execution
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