



海嘉学校

BEIJING INTERNATIONAL BILINGUAL ACADEMY



EXPERIENCE TEACHING ABROAD

ACADEMY

INTERNATIONAL FACULTY SALARY AND BENEFITS

Minimum Starting Salary	1st Year Annual Gross Salary	¥260,000.00	Step 1 2 years full-time teaching experience, without Master's Degree
	2nd Year Annual Gross Salary	¥285,000.00	
	20% End of Contract Bonus (Gross)	¥57,000.00	
	Total Gross Income at the end of contract	¥602,000.00	
Maximum Starting Salary	1st Year Annual Gross Salary	¥401,024.00	Step 7 10 years full-time teaching experience with Master's Degree
	2nd Year Annual Gross Salary	¥421,075.00	
	Master's Degree Stipend (Gross)	¥20,000.00	
	20% End of Contract Bonus (Gross)	¥84,215.00	
	Total Gross Income at the end of contract	¥926,314.00	
Maximum Starting Salary	1st Year Annual Gross Salary	¥401,024.00	Step 7 10 years full-time teaching experience with Doctorate's Degree
	2nd Year Annual Gross Salary	¥421,075.00	
	Doctorate's Degree Stipend (Gross)	¥30,000.00	
	20% End of Contract Bonus (Gross)	¥84,215.00	
	Total Gross Income at the end of contract	¥936,314.00	

OTHER ESTIMATED BENEFITS FOR FULL-TIME EMPLOYMENT ON A TWO (2) YEARS CONTRACT

Furnished apartment or housing allowance arranging from RMB192,000 to RMB360,000 (contingent upon the number of dependent children).	✓
Medical Insurance Coverage: Mainland and Worldwide Emergency for staff and dependents	✓
Summer Travel Allowance: RMB12,000 or 24,000 (contingent upon family type)	✓
Additional Responsibility Stipend	✓
Settle-In Allowance	✓
Visa/Work Permit Sponsorship	✓
Schooling	✓
Incoming and Outgoing Airfares	✓
Leaves: Sick Leave, personal, Marriage, bereavement, maternity/paternity	✓
Holidays: Summer/Winter/Public	✓
Professional Development	✓
Maternity/Paternity Leave	✓
Retirement Supplement	✓
Incoming Relocation Allowance	✓



WORKING WITH US

Our campuses are totally family friendly, with a very diverse faculty from different nationalities, culture and backgrounds, all sheltered under one umbrella. Our educators and administrators are all driven by the sole desire to exploit our students' potentials through innovation, knowledge and skills.

INTERNAL TRANSFERS & ADVANCEMENTS

We strongly believe in and give internal candidate first preference over external candidates, when all qualifications are equal. This gives the staff an opportunity to explore their personal growth and career goals. With various campuses around China, we also strongly encourage transfers among the schools.

PROFESSIONAL CAREER DEVELOPMENT

Our success as an institution can only be made possible through the efforts and hard work of our educators and administrators. Therefore, professional development is highly valued at BIBA and each year there is allocated budgets for supporting various forms of professional development activities for staff.

- These include: various forms of in-house professional development (PD) activities such as pre-term induction programs, PD days, and different types of departmental PD opportunities by internal staff or invited external experts; and
- Opportunities for applying to attending external PD activities such as conferences, seminars, workshop, training etc.

OUR OBLIGATION TO YOU

We value all our educators and administrators, and will invest in their welfare, as well as training and career growth. We provide competitive and attractive salaries and benefits package to our staff.

We recognize our responsibility to society and to the environment, and will develop policies and practices that make a real difference.

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