



## FROM THE PRINCIPAL

Woodstock School is an Christian international boarding school located at 7000' in the Himalayan foothills near the town of Mussoorie, an hour's drive from Dehra Dun, which is the nearest large city. The school was established in 1854, and thus is one of the oldest in India. In recent years it has become an independent, self-financing school serving five main groups of students and their families. Our priority groups are:

- Christian families and national Christian workers in India and abroad
- Indian families working in an international context
- International families working as expatriates in India & S. Asia
- Non-resident Indians seeking education in India for their children
- 'Nation-builder' families involved in service to India or the neighbouring countries

Currently, the school has an enrollment of 460 students from K-12, from twenty different nationalities, and our student body has the characteristics found in many International Schools. That is, our students are cosmopolitan in their outlook, often identifying as much with the School as with their national culture. They may have parents from two different nationalities and they themselves expect to attend University or find work in a third country. They expect to have good communication and a personal relationship with their teachers, to whom they will give appreciation and respect. Many of our students come from Christian families, but we have students from Muslim, Hindu, Buddhist and secular backgrounds also.

The majority of students enroll at specific transition times: in the Early Learning Department, in Grade 3 (the lower limit for boarding), in grades 6, 9 and 11, though there are students joining and departing at every grade level. Woodstock places considerable emphasis on academic achievement and the majority of our graduates go on to College or University in India, the USA or Europe. Graduates leave with a school Graduation Diploma (accredited by the Middle Schools Association of America) and many obtain Advanced Placement certificates in their chosen subjects. In recruiting teachers, we seek to appoint staff with excellent professional qualifications and appropriate experience, preferably in a multicultural environment. We make the appointment of Indian nationals a priority, and also recruit expatriates from around the world to maintain our international character. We expect teaching staff not only to contribute to the teaching programme, but also to participate actively in the extra-curricular, social and spiritual life of the school.

Woodstock is an International School with a strong Christian history and commitment. We seek to recruit staff with a Christian commitment evidenced by a clear statement of faith and a history of church membership and involvement. Because of the challenging nature of the work, we expect applicants to demonstrate evidence of a vocation to work with young people and with international colleagues that goes beyond a commitment to a career. Our experience has shown that it is not enough merely to want to live in our rather exotic location, or to broaden one's professional experience, or to see the world, or to escape from the pressure of life in India's cities. Applicants for both teaching and residence positions will need to have a strong desire to be a full part of and to contribute to this institution on the basis of its published aims and objectives.

The school is International and Christian. It is also a boarding school and the majority of our students live in residences in the extensive grounds. For most, this means a twenty-minute walk up the steep hillside to school every day. It also means two intensive semesters every year, during which school life is a twenty-four-hour-a-day, seven-days-a-week affair. Students return home for the long winter vacation and the

shorter summer break, and for the remaining time they live in residence, supervised by residence staff. Most staff also live on the campus: faculty staff in school housing and teacher-counselors in student residences. For these reasons, life during term-time is intense and demanding, with expectations that all staff will be fully involved in community life both with students and colleagues. This style of life does not suit everyone, and applicants should consider their own preferences for life-style and their personal needs in respect of privacy.

Finally, and to make an obvious but serious point, the school is in India. For national staff, life in a hill station such as Mussoorie can be an attractive alternative to city life, though south Indians may find the contrast of northern life difficult to adjust to at first. For expatriates, India can seem an exotic and interesting alternative. Certainly, working at Woodstock offers a range of once-in-a-lifetime experiences, such as living within sight of the high peaks of the Himalayas and trekking in the mountains, or travelling throughout India during the long vacation. However, it also offers exposure to an array of new and exotic diseases, including amoebic dysentery, typhoid, malaria, dengue fever, Japanese encephalitis and other interesting ailments. The water supply is not clean (though the school is working on its own water purification plant), the electricity is not reliable and the diet is limited (and spicy!). Staff need to be flexible, able to adjust to a more simple lifestyle and restricted choices, and endowed with patience and a good sense of humour.

The school is self-financing from fees. To support our student recruitment policies, we have a large financial aid programme. In consequence, staff salaries and benefits are not commensurate with those offered by many other International Schools. Salaries are paid in rupees and housing is provided. Generally, salaries allow for a good lifestyle and future security in local terms, but they are not competitive with other international options. Potential candidates from outside India should therefore consider their current financial obligations and long-term financial needs carefully before returning an application form.

At the present time, our recruitment process is heavily dependent on correspondence and it is seldom possible to arrange a formal, personal interview. The school follows up on references and usually presents candidates' papers to a Board Appointment Committee before job offers are made. Because of the limitations of this process, candidates are strongly encouraged to be very frank and open in their application materials, so that a full assessment of suitability can be made. The withholding of information can have serious implications if, once a job offer has been made and the candidate takes up the position, it is clear that the individual is unsuited to the post, or vice-versa. In cases where important professional information is withheld, the school reserves the right to annul the contract. Once appointed, staff are expected not to involve themselves in any political, social or religious activities outside of school without the specific written permission of the administration.

Candidates will understand the need for and intention of this paper. Notwithstanding these comments, it remains the case that a professional position at Woodstock can be the experience of a lifetime and that, for adults and students alike, it creates life-long memories, connections and loyalties. It is a world-class school with a fine student body, an excellent staff and improving facilities. It offers staff an outstanding opportunity to learn more about this ancient and fascinating civilization and to work with a diverse but committed and highly-motivated group of colleagues. The experience of daily life in this scenic and dramatic location is, in itself, unique and fascinating. If you have honestly convinced yourself that you can live with the conditions outlined above, I strongly urge you to complete your application.

As the next step, please complete the application form and the associated requirements and return the application papers to us as soon as possible. If you have further questions that are not answered by our printed materials, you are invited to email our Human Resources Department ([wsemployment@woodstock.ac.in](mailto:wsemployment@woodstock.ac.in)). We look forward to hearing from you, and I send my very best wishes as you proceed with your application.

**Dr. Eleanor Nicholson, Principal**