



Si Ri Panya
International School

APPLICANT RECRUITMENT PACK



CONTENTS



Welcome from the Company Director & Founder 3

What do you love about Si Ri Panya International School 4

Additional information about the growth of Si Ri Panya 6

See us in action - gallery of images 7

Application process & Information 8

Benefits package 9

Staff structure 10

Living & working in Thailand 11



WELCOME FROM THE COMPANY DIRECTOR AND FOUNDER



Thank you for your interest in working at Si Ri Panya International School. It gives me great pleasure to tell you about our wonderful School and the well-rounded and exciting education we offer to our wide range of pupils.

We are a small, 1-form entry school from Year 1 to 8 with classes capped at 20 pupils, located on the beautiful, tropical island of Koh Phangan. We have experienced teachers who work well together as a team, inspiring a lifelong love of learning in our pupils.

Through great teaching and a bespoke engaging curriculum, we enable each pupil to discover the joy of learning, to help them to fulfill every aspect of their potential and to encourage their growth into effective global citizens, ready to play their part in the world and their community.

Areas within the school I am particularly proud include our nurturing family atmosphere, happy learners with good behavior across the school and engaging teaching. I believe that these are the foundations that cause our pupils to make great progress in all aspects of learning!

Choosing the right school is an important decision. We are here to help answer any questions you may have during the recruitment process as it is vital the School and yourselves are the right 'fit' for each other.

I hope that after reading about our School, you will be inspired to apply an exciting and rewarding role with us.

Kind regards,
Mrs Nicola Bunchuay
Company Director & School Founder



WHAT DO YOU LOVE ABOUT SI RI PANYA INTERNATIONAL SCHOOL?

“The culture at Si Ri Panya reflects the special atmosphere of the Island of Koh Phangan, both staff and children encapsulate the calm, tolerant, diverse and vibrant nature of the island which makes this a wonderful place to work and study.”

Staff member 2023

“What I love about working here is that students' happiness and wellbeing really is at the heart of every aspect of school life - nothing is more important than the fact that students feel safe and supported, giving them the freedom to explore and the confidence to make mistakes as they learn about themselves and the world around them. Being a small school means that we can really get to know each individual and adapt quickly - as part of the management team, I can work directly with teachers and students to support creative approaches to how we plan and deliver the curriculum to meet the specific needs and interests of our students ... and hopefully have some fun along the way!”

Staff member 2023

“Si Ri Panya is a delightful small scale international school, set in a tropical paradise which serves a diverse and unique overseas community. Here, you can blossom creatively and professionally alongside your students, in a positive progressive atmosphere that will challenge you to think outside of the box.”

Staff member 2023





“As soon as you walk into Si Ri Panya international school it feels like home and the teachers and children really feel like a family. I have worked at Si Ri Panya for three years and I have never worked at such a beautiful, kind and creative school. There are many opportunities to develop in areas beyond academics. Most importantly the children are really special, they are warm, sociable and genuinely enthusiastic about their own learning, growth and making a difference to the wider community.”

Staff member 2023



“Si Ri Panya is a great place to work because there is such a strong sense of community; both the students, families and staff make you feel as though you have an instant family. The students are brilliant, they are so confident, polite and caring. They make teaching a pleasure and you have the freedom to be creative and support the needs of all learners with the curriculum planning at Si Ri Panya. It is a wonderful place to work and through a creative, flexible curriculum Si Ri Panya focuses on meeting the needs of all learners, not just ticking boxes and you feel you are making a huge impact on the lives of the amazing students.”

Staff member 2023

“Si Ri Panya is an inspiring place to work with students and teachers, from diverse backgrounds, coming together as a community on this paradise island. As SENCO I have the unique and privileged opportunity to work with students and teachers across the school and really value the child centred approach being at the core of everything we do here.”

Staff member 2023



“Si Ri Panya is a small school with a big community heart. Our families are supportive and our children are being taught and encouraged to be part of a world community with strong values. Watching our children grow and develop into kind and conscientious young people is both a pleasure and a privilege.”

Staff member 2023



ADDITIONAL INFORMATION ABOUT THE GROWTH OF SI RI PANYA

Established in 2012, Si Ri Panya International School has consistently expanded. In 2014, we acquired 2.5 rai of land, initiating purpose-built facilities. By September 2019, we obtained our international school license from the Ministry of Education (MoE). Subsequently, we earned accreditation from the Education Development Trust (EDT), Cambridge, and the International Schools Association Thailand (ISAT).

In 2020, we secured an additional 3.5 rai of

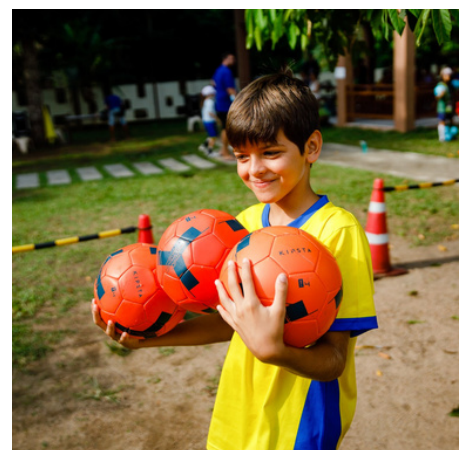
land for secondary expansion. By 2023, the Secondary school was completed, featuring a food lab, science lab, library, and five classrooms. A music & dance area was added to the primary school section. The covered basketball sports center will be completed in January 2024.

Looking forward to late 2024, we plan an extended office space with private offices, a community cafe, staff room, and boardroom. Our commitment extends to sustainability with the introduction of the 'Precious Plastic' recycling initiative.

Licensed by the Ministry of Education for EYFS through Year 11, we currently serve Year 1-8. Our growth plan includes welcoming Year 9 in September 2024, Year 10 in 2025, with the aim of reaching full capacity -260 students- by September 2026. Join Si Ri Panya International School for a dynamic and fulfilling career.



SEE US IN ACTION



APPLICATION PROCESS

1. VISIT: We warmly invite you to visit the school if you are in Thailand and able to do so, though we understand this will not be possible for applicants overseas

2. APPLY: Email your CV and cover letter attention of Headteacher hr@siripanya.com We also require three professional references. One reference must be from your current (or most recent) Head of School.

3. INTERVIEW: If you are shortlisted you will receive an email asking you to attend a video interview. If your interview is successful you then sign a contract (your intent to work for Si Ri Panya International School subject to satisfactory references). We are here to help every step of the way and due to the role additional video meetings may be requested by both sides as it is important to make sure the school and yourself are the right 'fit'.

4. SAFEGUARDING: Si Ri Panya is committed to safeguarding its students. As part of the recruitment process, shortlisted applicants must provide:

- » An up-to-date Criminal record police check. Successful applicants will also be required to have a Thai police check done upon their arrival.

- » Scanned copies of degree certificates and teaching qualifications. ****Please note: Successful applicants will also be required to submit their full academic transcripts as part of the visa process.****

5. CONTRACTS & VISAS: After signing the contract we will start to prepare your non-b visa and work permit application. We will need:

- » Scanned copy of your passport page
- » Scanned passport style photo

We will send you the completed non-b visa documents which you sign and then apply online to receive your initial 3-month non-b visa. (1-day to 2-week processing time, please email and check with your specific consulate).

You can then book your flight!

6. ARRIVAL: Upon arrival, we will pick you up from Koh Phangan Ferry Port Terminal, and take you to your accommodation ready for your work induction. The cost of your 3-month non-b visa will be refunded to you in Thai baht with your first month salary



BENEFITS PACKAGE

EMPLOYMENT CONTRACT

Initial two (2) year contract offered.
Subsequent one (1) year optional renewals.
8.30am - 4.00pm working day

SALARY

Competitive salary with international schools in the South of Thailand

RESPONSIBILITY ALLOWANCE

Subject Lead

FLIGHTS

Start of contract ฿ 10,000 towards the cost of flights.

VACATION

Generous school holidays: 180 school days in 2022-23 calendar.

ACCOMMODATION

New Expatriate teachers will receive 10 nights' beach-side accommodation.

PENSION

Pension from Thai social security system.

MEALS

Lunch provided free of charge every day



MEDICAL INSURANCE

Coverage for teaching employee only
Medical insurance from the Thai social security system.

(The medical insurance comes into effect after paying three full social security payments. We therefore advise staff to come with their own insurance to cover them for at least the first six months upon arrival. Additional information can be found on the government social security website www.sso.go.th)

SICK, MATERNITY & PATERNITY LEAVE

As per law

PERMITS

- Initial single non-immigrant B visa and yearly renewal of visa paid by the employer for the employee and legal dependents
- Work permit paid by the employer.
- Teaching license paid by the employer.
- Initial medical examination and photographs (required for permits) paid by the employer.
- (Overstay fees and re-entry permits are the responsibility of the employee)

RENEWAL BONUS

Contract renewal bonus ฿ 10,000

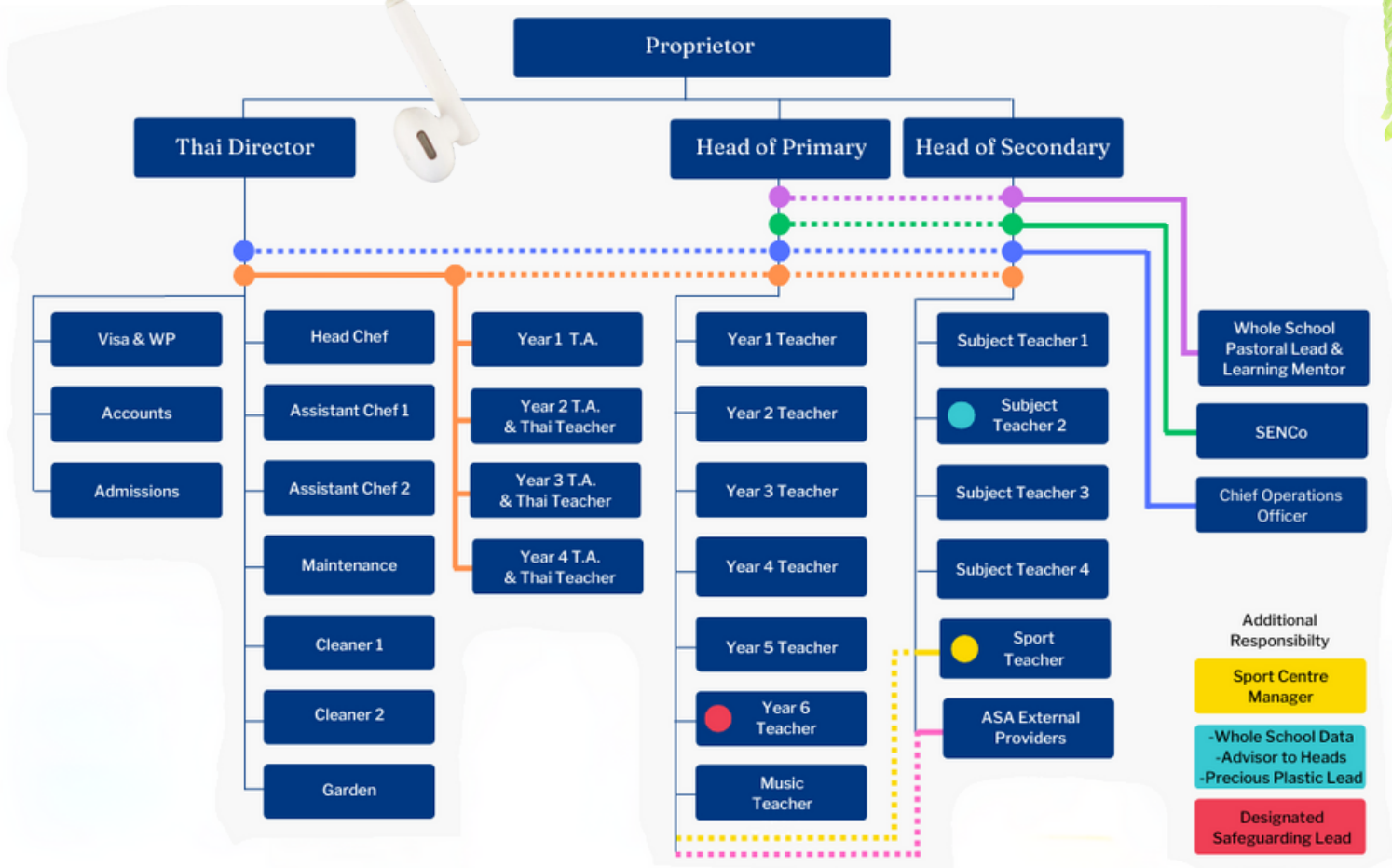
(This benefit is for teachers who have completed two full years at Si Ri Panya and re-sign an additional 1 year contract and subsequent following contracts. Part-time teachers receive a prorated benefit based on their contracted hours.)

DEPENDENT CHILDREN

Tuition fees at Si Ri Panya paid 100% for one eligible dependent child and 50% for second eligible dependent child

(This benefit applies to full-time teachers. Part-time teachers receive a prorated benefit based on their contracted hours. For example, if a teacher is on a 60% hours contract, their eligible dependent child's tuition fees will be reduced to 60%, and the second child's 30%)

STAFF STRUCTURE



LIVING AND WORKING IN THAILAND



LOCATION

Almost without exception, our international teachers enjoy the experience of working in Thailand, especially at Si Ri Panya in Koh Phangan. The tropical island location provides access to numerous wellbeing opportunities, including clean air, hiking, swimming, a gym, yoga, meditation, and vegan restaurants. Teachers also benefit from immersing themselves in Thailand's local food, customs, and traditions. However, settling in does take time, and the adjustment period can vary among individuals and families. Some may find the first few months more challenging than others.

COSTS

For international teaching staff applying for the role of Teacher, we offer an attractive package for the region. The cost of living on the island varies based on your expectations and lifestyle choices but is easily sustainable, even on our starting salary. Please give careful consideration to your financial background and any costs in your home country. Checking your own financial sustainability is your responsibility.

AVERAGE LIVING COSTS:	
Rent (incl. water and Wi-Fi)	14,000
Electric	400
Bike 1-month rental	4,000
Petrol 1 month	500
Food shopping	1,500
Phone calls	200
TOTAL	21,000
OPTIONAL COSTS:	
Workshops x2	800
Eating out x15	750
(off beach restaurants/street food)	
Eating out x20	3,000
(nice restaurants on a beach)	
Beers x5	300
Cocktails x5	600
TOTAL	5,450



TAXATION

All teaching staff will pay taxation at the prevailing Thai government rates

Sample tax calculation for a 12-month fiscal year. if you have a dependents there are additional tax allowances applied.

- ฿ 60,000 salary tax approximately ฿ 2,930
- ฿ 70,000 salary tax approximately ฿ 4,430
- ฿ 80,000 salary tax approximately ฿ 6,100
- ฿ 100,000 salary tax approximately ฿ 10,230

Individual taxation will be determined by the school upon your arrival.



TRANSPORT

While taxis are plentiful, the most convenient way to navigate the island is by motorbike or car.

Renting a motorbike costs 250 baht per day, but opting for a monthly rental at 4,000 baht is more economical.

Alternatively, secondhand motorbikes are available for purchase at 13,000 to 20,000 baht and can be easily sold when your stay concludes.

Some teachers choose to buy cars, though they tend to be more expensive compared to prices back home.

HOUSING COSTS

While we can offer numerous accommodation suggestions and assistance, it's the teacher's responsibility to secure their own lodging. Landlords typically require a one-month rent deposit. Negotiating favorable discounts with the landlord becomes possible if a teacher can pay 6-12 months' rent in advance.

BASIC ฿ 7-8,000

One-bed furnished bungalow with a fan. Price includes water and Wi-Fi but excludes electricity.

RECOMMENDED ฿ 10-15,000

One-bed, larger furnished house w.air-con. Price includes water and Wi-Fi but excludes electricity.

LUXURIOUS WESTERN STYLE ฿ 18-22,000

Modern 1-2 bedroom with air conditioning. Price includes water and Wi-Fi but excludes electricity.

ELECTRICITY COSTS

- » House w.fan: ฿ 400-600 per month.
- » Air-conditioned house: ฿ 600-1,200, depending on usage frequency.





Si Ri Panya
International School



+66 - 82 - 289 - 81 - 47



info@siripanya.com



www.siripanya.com



siripanyaphangan



@siripanyaschool

