

## FAQ teachers

### Table of contents

|   |           |
|---|-----------|
| <b>General Information.....</b>   | <b>3</b>  |
| 1. What is UWC? Mission and brief history .....   | 3         |
| 2. What is UWC Robert Bosch College? .....  | 4         |
| 3. What about the College’s focus on sustainability? .....  | 5         |
| 4. Why is English the medium of instruction in UWC Robert Bosch College? ...  | 5         |
| 5. What subjects does UWC Robert Bosch College plan to offer? .....   | 6         |
| 6. Who are the UWC Robert Bosch College senior staff? .....   | 6         |
| 7. What is the UWC Robert Bosch College Governance Structure? .....   | 6         |
| 8. Who are the College’s Funding Partners?.....   | 9         |
| <b>Students at UWC Robert Bosch College .....</b>   | <b>9</b>  |
| 9. How will UWC Robert Bosch College students be selected? .....  | 9         |
| 10. Why does UWC Robert Bosch College require German as an (almost) compulsory language for all students? .....   | 10        |
| <b>Teaching and living at UWC Robert Bosch College .....</b>  | <b>10</b> |
| 11. What is UWC Robert Bosch College looking for in prospective teachers?..   | 10        |
| 12. As a teacher from Germany, do I need to have “Staatsexamen”?.....   | 11        |
| 13. Can non-EU teachers be considered for employment? .....   | 12        |
| 14. Do I already need to be an IB – trained teacher? .....  | 12        |
| 15. Do I need to have prior IB experience? .....  | 12        |
| 16. What is considered a full teaching load at UWC Robert Bosch College? ....   | 12        |
| 17. What is expected of UWC Robert Bosch College teachers in addition to the regular teaching commitment? .....   | 12        |
| 18. Why will several teachers be required to offer more than one subject especially in the first year, alternatively why will the College be seeking part-time teachers in some subjects? ..... | 13        |
| 19. What is the salary range?.....  | 13        |
| 20. What about health insurance, pensions and other statutory contributions?.   | 13        |
| 21. How do I find out about the tax rates?.....   | 14        |
| 22. Can German state teachers transfer from the State Sector?.....  | 14        |

|   |  |           |
|---|--|-----------|
| 23.   | What kind of contracts does UWC Robert Bosch College offer? .....    | 14        |
| 24.   | When is employment offered from? .....                               | 14        |
| 25.   | Do you provide campus housing for teachers? .....                    | 14        |
| 26.   | Will you provide off campus housing for teachers? .....              | 15        |
| 27.   | Would it be possible to live with a family on campus? .....          | 15        |
| 28.   | What about flights and relocation allowances for new teachers? ..... | 15        |
| 29.   | What are the possibilities of education of staff children? .....     | 15        |
| 30.   | Is there in-service training at UWC Robert Bosch College? .....      | 16        |
| <b>The UWC Robert Bosch College Campus in Freiburg.....</b> |  | <b>16</b> |
| 31.   | What is the UWC Robert Bosch Campus like?.....                       | 16        |
| 32.   | What's living in Freiburg like? .....                                | 17        |
| 33.   | How is public transport organized in and around Freiburg? .....      | 17        |

## **General Information**

### **1. What is UWC? Mission and brief history**

UWC schools, colleges and programmes deliver a challenging and transformative educational experience to a diverse cross section of students, inspiring them to create a more peaceful and sustainable future.

UWC was founded in 1962 with the vision of bringing together young people whose experience was of the political conflict of the cold war era, offering an educational experience based on shared learning, collaboration and understanding that attending the students would act as champions of peace. We remain committed to this goal today but have expanded our reach to embrace the tensions and conflicts that exist within as well as between societies.

UWC has 12 schools and colleges educating students aged between 2 and 19. The education at UWC schools and colleges is underpinned by shared guiding principles. UWC short programmes offer a condensed UWC experience and take UWC's mission and values to a wider audience. UWC schools, college and programmes all have distinctive characters but share the same commitment to UWC's mission and values.

UWC depends on the dedication and expertise of an active volunteer based network called national committees. National committees operate in more than 140 countries to recruit, select and prepare more than 1.000 students every year to join our colleges, schools and short programmes. We welcome students from a deliberately diverse range of backgrounds and experiences. At UWC, diversity extends to differences in socio economic background, culture, race and religion as well as nationality. UWC students are united in their commitment to positive social action to build a more equitable and fairer world.

A UWC education reaches far beyond a student's time at a UWC school or college or on a UWC short programme. Our students share a lifelong commitment to our values. Many see their time in our classrooms and on our campuses as the beginning of their UWC journey: a transformational time in which they find ways to achieve a more peaceful and sustainable future – a commitment that will continue throughout their adult lives as UWC alumni.

You may wish to refer to [www.uwc.org](http://www.uwc.org)

## **2. What is UWC Robert Bosch College?**

UWC Robert Bosch College will be a two-year pre-university college and boarding school for students from all around the world, within the traditional UWC model. The project was set in motion by the Deutsche Stiftung UWC and Robert Bosch Stiftung on the occasion of Robert Bosch's 150<sup>th</sup> birthday.

The campus, a former Carthusian monastery in Freiburg, will be converted into a school by late summer 2014. Robert Bosch Stiftung and Robert Bosch GmbH have provided 40 Million Euros for this purpose.

It is envisaged that UWC Robert Bosch College will open in September 2014, subject to Final Approval by the UWC International Board which is anticipated to be granted in October 2013. Students aged between 16 and 19 from up to 70 different nationalities will study and live together.

It is envisaged that students will complete the International Baccalaureate Diploma Programme (IB) in English. The IB is an internationally recognized high-school diploma qualifying students to attend universities across the globe. Living and learning together on a daily basis, students will get to understand themselves in a global context. Community service and engagement are a fundamental aspect both to the UWC principles and necessary for the completion of the IB programme. As such they will play a vital role in college life.

Students at UWC Robert Bosch will learn that change is possible – through open and honest dialogue, courageous action and a sense of community that they will experience and within which they will learn. They will develop a deep understanding for the parameters of sustainable living, both at a personal level and in wider society, and explore how technology can support the responsible utilization of finite natural resources.

The city of Freiburg is ideally suited to providing an inspiring and unique learning experience for students interested in and focusing on sustainability, environment and technology. This matches very well with the pedagogical orientation of UWC Robert Bosch College.

The city has established its reputation as “Green City” through its progressive environmental policies and political as well as civic commitment to renewable energy. Hence, there are numerous possibilities for cooperation with locally and regionally based environment-related companies, think tanks, universities, institutes and organizations in Freiburg.

### **3. What about the College’s focus on sustainability?**

The UWC Robert Bosch College places a particular emphasis on environmental issues, on ecological sustainability, on how this can be supported through scientific and technological approaches, on how conflict around environmental issues might be engaged with and transformed. This emphasis is within the wider UWC Mission to make education a force to unite people, nations and cultures for peace and a sustainable future.

Crucially, the students and teachers will be encouraged to generate meaning around the concept of sustainability. Furthermore the College community will be encouraged to live consequentially, to put “meaning” into “action”. This emphasis will give UWC Robert Bosch College a distinctive profile.

### **4. Why is English the medium of instruction in UWC Robert Bosch College?**

UWC Robert Bosch has been granted Candidacy status by the IB and is working with the IB to be an IB-Authorized School in time for its opening. As an international organization, the IB offers the Diploma Programme only in English, French and Spanish. As at all the other 12 UWCs, UWC Robert Bosch College plans to offer the IB in English. You may wish to refer to [www.ibo.org](http://www.ibo.org)

## **5. What subjects does UWC Robert Bosch College plan to offer? <sup>1</sup>**

English A Language and Literature, English B

German A Language and Literature, German B, German *ab initio*

French B, Language A Literature Self-taught

History, Geography, Economics, Social and Cultural Anthropology

Mathematics, Mathematics Studies, Physics, Chemistry, Biology, Environmental Systems and Societies,

Visual Arts, Theatre Arts, Music

Theory of Knowledge

## **6. Who are the UWC Robert Bosch College senior staff?**

Laurence Nodder, Rektor, formerly Principal of UWC Waterford Kamhlaba, Swaziland (1999-2012), St Gregory College (South Africa) (1993 – 1999) and Deputy Principal of St Mark's College (South Africa) (1986 – 1991).

Helen White, Deputy Rektor and Director of Student Life, currently serves in these joint positions as UWC Adriatic (Italy) and has previously served as an IB Diploma Coordinator

Christian Bock, Director of Studies and IB Coordinator, currently serves at UWC Pearson College where for 5 years he served as Diploma Coordinator.

## **7. What is the UWC Robert Bosch College Governance Structure?**

The German National Committee (Deutsche Stiftung UWC) and the Robert Bosch Stiftung have established UWC Robert Bosch College as a non-profit company. They are supported in this endeavor by Land Baden-Württemberg, the City of Freiburg, B. Braun Melsungen AG and the Adelhausenstiftung Freiburg im Breisgau. The nature of support by different parties is represented by an exceptionally strong governance structure and its members.

---

<sup>1</sup> The full range of subjects will be offered with a full cohort of two hundred students in 2015. The actual range of subjects offered in 2014 depends on the combination of subjects offered by individual appointed teachers.

The Governance structure has three tiers:

- The Shareholders;
- The Board, to which each Shareholder nominates three Members
- An Advisory Board, with Members nominated with the agreement of the Shareholders.

The Board comprises:

- Dr. Christof Bosch (Chairperson), spokesman of the Bosch family, member of the Board of Trustees of Robert Bosch Stiftung and member of the Supervisory Council of Robert Bosch GmbH, father of a UWC alumnus and a current UWC student
- Dr. Ingrid Hamm, Managing Director of Robert Bosch Stiftung
- Dr. Kurt Liedtke, Chairman of the Board of Trustees of Robert Bosch Stiftung
- Prof. Dr. H.C. Ludwig Georg Braun, Chairman of the Board of B. Braun Melsungen AG, member of the Board of Trustees of Robert Bosch Stiftung, Honorary President of the Association of German Chambers of Industry and Commerce, father of two UWC alumni
- Dr. Christian Hodeige, Member of the Board of Trustees Deutsche Stiftung UWC and Publisher of Badische Zeitung, former Chairperson of UWC International, Lester B Pearson UWC of the Pacific 75-77,
- Jens Waltermann (Vice Chairperson), Chairman of the Board of Directors of Deutsche Stiftung UWC, Managing Director of Solon Management Consulting, Lester B. Pearson UWC of the Pacific 83-85

The Shareholders are represented by:

- Dr. Ingrid Hamm (Chairperson) for Robert Bosch Stiftung
- Jens Waltermann for Deutsche Stiftung UWC

The Advisory Board comprises:

- Dr. Christian Hodeige (Chairperson)

- Dr. Ingrid Hamm (Vice Chairperson)
- Jens Waltermann

Other Members of the Advisory Board are:

- Kerstin Andreae: Member of the German Parliament, constituency of Freiburg and Vice-Chairperson of the Green Party in Parliament
- Dr. Stefan Asenkerschbaumer: Managing Director of Robert Bosch GmbH
- Prof. Dr. Derek Blackman: former Vice Chair of UWC International, former Director General of the IB
- Anna-Maria Braun: Business Development Manager of B. Braun Medical Industries Sdh.Bhd
- Professor Dr. Manfred Euler: Director of the Leibniz-Institute for Science and Mathematics Education, Kiel
- Professor Dr. Hans Anand Pant: Director of the Institute for Quality Management in the field of education, Berlin
- Helmut Rau: Former Minister of Education and former Minister in the State Ministry of Baden-Württemberg
- Dr. Margret Ruep (until July 2014): Head of Department in the Ministry for Education, Youth and Sports in Baden-Württemberg
- Dr. Dieter Salomon: Lord Mayor of the City of Freiburg
- Bärbel Schäfer: District President of the Regional Authority that includes Freiburg
- Professor Dr. Heiner Schanz: Vice-President and Vice-President for Academic Affairs of the Albert-Ludwigs-Universität Freiburg
- Rolf Schumacher: Head of Department of the Ministry of Finances and Economy of Baden-Württemberg (the Ministry and Department through which the College will receive annual funding from Land Baden-Württemberg).



- Klaus Steger: Member of the Board of Trustees Deutsche Stiftung UWC, Managing Director of Südvolle Group, Lester B Pearson UWC of the Pacific 76-78
- Gerda Stuchlik: Mayor for Environment, Forestry, Waste Management, Youth, Schools and Education, Freiburg
- Professor Dr. Joachim Freiherr von Braun: Director of the Center of Development Research of the Friedrich-Wilhelms-Universität Bonn
- Professor Dr. Eicke R. Weber: Director of the Fraunhofer-Institute for Solar Energy Systems

### **8. Who are the College's Funding Partners?**

Currently these are: Robert Bosch Stiftung, State of (Land) Baden-Württemberg, B. Braun Melsungen AG, Heidehof Stiftung, City of Freiburg, Adelhausenstiftung Freiburg and a number of individual donors. The generosity of the Funding partners is that UWC Robert Bosch College is able to meet all demonstrated financial need of every student.

## **Students at UWC Robert Bosch College**

### **9. How will UWC Robert Bosch College students be selected?**

UWC Robert Bosch College will admit 200 students in total, 100 students per year-group. Of these 100 places, 25 places will be awarded to German and 75 places to students from other nations. Like most UWCs, UWC Robert Bosch College will not directly select any students; these are selected and then nominated by various UWC National Committees. For instance, the German National Committee is responsible for the selection and nomination of students in Germany. All students are chosen solely on the basis of their demonstrated merit in context, on their personality and potential to thrive at a UWC. UWC Robert Bosch College is in a position to meet all demonstrated financial need of every selected student. This ensures diversity and

allows students to partake in the UWC experience – regardless of their family’s socio-economic background.

### **10. Why does UWC Robert Bosch College require German as an (almost) compulsory language for all students?**

Familiarity with the German language is particularly useful in order to gain the most from living in and interacting with the citizens of Freiburg. Some level of German will be particularly helpful in community service programmes and projects. All first years are therefore required to take basic German classes and strongly encouraged to take at least German *ab initio*.

## **Teaching and living at UWC Robert Bosch College**

### **11. What is UWC Robert Bosch College looking for in prospective teachers?**

Our ambition is to recruit a professional team passionate about the UWC Mission to make “education a force to unite people, nations and cultures for peace and a sustainable future”. Our ambition is to recruit teachers who regard their profession as a vocation, who are experts and enthusiasts in their academic fields as well as passionate about educating the whole person.

Moreover, our ambition is to recruit a professional team that mirrors as best as possible the diversity of our student body, and that the adults of UWC Robert Bosch College then model for the student body those attitudes and approaches that enable people from so many different backgrounds to work as a team with a common goal.

Last but not least, our ambition is to recruit a professional team that mixes UWC experience with other experiences of best practice, for example in other schools and educational settings.

Additionally, we will take the following broad factors into consideration for our faculty appointments:

- A commitment both to the UWC Mission and the particular focus of UWC Robert Bosch College is necessary, and it will be a strong advantage for this to have found practical expression in both your personal and professional life.
- Experience in and a willingness to contribute to the co-curricular life of the College is a necessity.
- Experience in and a willingness to serve as Residential Parents, living in separate teacher accommodation within the Student Village, will be a strong advantage.
- Experience in and a willingness to assist in Residential Life will be an advantage.
- Specific IB experience such as being a subject examiner, workshop leader or curriculum reviewer, alternatively similar experience in a different national or other curriculum, will be an advantage.

For teachers of History, Geography, Economics, Social and Cultural Anthropology, French, Visual Arts, Theatre Arts and Music, an ability to teach more than one subject or to seek part-time employment, will be an advantage

- For part-time teachers, a degree of time flexibility will be an advantage (as this will ease constraints on the timetable)
- Experience in and commitment to incorporating aspects of the “Theory of Knowledge” in your teaching of your subject(s) will be an advantage
- Broad intellectual interests will be an advantage
- A willingness for non-German speakers to learn conversational German will be an advantage.

## **12. As a teacher from Germany, do I need to have “Staatsexamen”?**

No.

**13. Can non-EU teachers be considered for employment?**

Yes, UWC Robert Bosch College welcomes applicants from non-EU countries. Immigration authorities have assured the College of the possibility for the College to employ such teachers and have advised the process involved. It is a stated ambition of the College that the teacher body mirrors as best as possible the diversity of the student body.

**14. Do I already need to be an IB – trained teacher?**

No. IB training, where necessary, will be provided for appointed teachers.

**15. Do I need to have prior IB experience?**

No. Our ambition is to recruit a professional team that mixes UWC experience with experience of best practice in other schools and educational systems, with the majority having prior IB teaching experience.

**16. What is considered a full teaching load at UWC Robert Bosch College?**

Teachers at UWC Robert Bosch College are required to teach the equivalent of up to 25 45-minute lessons per week.

**17. What is expected of UWC Robert Bosch College teachers in addition to the regular teaching commitment?**

Teachers at UWC Robert Bosch College are required to serve as a personal tutor to up to 10 students, to offer a minimum of two afternoon/weekend activities per week, to perform evening and weekend supervision in the student village on an equitable basis with other members of the teaching staff, and to attend meetings, workshops and the like as per the school calendar as published on an annual basis.

**18. Why will several teachers be required to offer more than one subject especially in the first year, alternatively why will the College be seeking part-time teachers in some subjects?**

There are several subjects where the demand is likely not to exceed the need for one, two or three classes (“sets”). Teaching one, two or three classes will be considered a full-time teaching position. These subjects are likely to include History, Geography, Economics, Social and Cultural Anthropology, French, Visual Arts, Theatre Arts and Music. For teachers of these subjects, an ability and willingness to teach more than one subject or to seek part-time employment will be a distinct advantage.

Should an applicant teacher be able to offer a 2<sup>nd</sup> or 3<sup>rd</sup> teaching subject beyond the planned range of subjects, please mention this in the application as the College remains in a position to review its subject offering.

**19. What is the salary range?**

The salary scale for teachers is determined from time to time by the Board, with due consultation. Currently the salary scale is based on level Ü13 of the Tariff for Official Service in the Länder (TV-L West). The highest notch currently recognized by UWC Robert Bosch College is „Stufe 5“. (The TV-L is inapplicable in all other contractual respects.) For 2013 “Stufe 1” (for newly qualified teachers) has a monthly ‘basic’ gross salary of 3.630,72 Euros with a further annual payment (Jahressonderzahlung) of 1.815,36 Euros paid in November. “Stufe 5” (for teachers with over 11 years’ appropriate experience) has a monthly ‘basic’ gross salary of 4.504,98 Euros per month, with a further annual pro-rata payment (“Jahressonderzahlung”) of 1.576,74 Euros paid in November. Actual salaries will be stated in the Contract of Employment.

**20. What about health insurance, pensions and other statutory contributions?**

Statutory deductions will be made from the salary and annual pro-rata payment: these include taxes and contributions towards statutory health, pension,

unemployment and care insurances. Various websites, including <http://bit.ly/17QlsbY> give further details on these deductions.

### **21. How do I find out about the tax rates?**

You may wish to refer to various websites, including <http://bit.ly/17QlsbY>

### **22. Can German state teachers transfer from the State Sector?**

Yes, German state teachers can transfer from the State Sector to UWC Robert Bosch College, but not as “Beamte”. Because of the legal status of UWC Robert Bosch College as “Ergänzungsschule”, a leave of absence is not possible.

### **23. What kind of contracts does UWC Robert Bosch College offer?**

UWC Robert Bosch College offers fixed-term contracts, with the first contract being for three years. An unlimited prolongation of the employment relationship is possible, by mutual consent.

### **24. When is employment offered from?**

Employment is offered as of 1st August 2014, or by mutual agreement. It is anticipated that the first students will arrive on the 20<sup>th</sup> August 2014, following an orientation period for teachers.

### **25. Do you provide campus housing for teachers?**

At this stage UWC Robert Bosch College does not provide accommodation except for those members of staff required to live in the student village, in which instance the member of staff will pay rental for this campus accommodation at the lowest tax-efficient rate. We hope to be able to build further on-campus accommodation.

**26. Will you provide off campus housing for teachers?**

UWC Robert Bosch College helps staff members and their families to find appropriate accommodation in Freiburg. Accommodation is for the expense of the individual staff member.

**27. Would it be possible to live with a family on campus?**

Yes, there are possibilities for teacher families to live on campus. Four of the teacher houses in the student village are designed for families.

**28. What about flights and relocation allowances for new teachers?**

UWC Robert Bosch College will provide teachers and their immediate families with one-way economy class air tickets from a hub in their current home country to Germany at the beginning of their contract, or for relocation by road transport for teachers relocating from within reasonable driving distance. UWC Robert Bosch College covers other relocation costs up to a certain limit, by mutual agreement. No provision is made for the relocation of teachers at the end of their employment at UWC Robert Bosch College.

**29. What are the possibilities of education of staff children?**

Freiburg does not (yet) offer English-medium school education, though there are a few options for English “bilingual” education such as Rotteck Gymnasium and Kepler Gymnasium (state schools) or Montessori Zentrum Angell (private). The closest English-medium international school is in Basel, too far from Freiburg to be practical. English-speaking children may enroll at schools in Freiburg, where they will learn German by immersion!

Staff children of an appropriate age who meet admissibility criteria may be selected to attend UWC Robert Bosch College. Applications to attend other UWCs also may be considered.

### **30. Is there in-service training at UWC Robert Bosch College?**

UWC Robert Bosch College plans strong in-service-training possibilities for its staff. This includes but is by no means restricted to IB workshops and on-line training courses. As a requirement for IB authorization, all appointed teachers will be required to have attended accredited IB training within the last three years. Teachers who have not attended such training will be required to undergo such training, with the support of the Diploma Coordinator, at the College's expense and before the College opens.

## **The UWC Robert Bosch College Campus in Freiburg**

### **31. What is the UWC Robert Bosch Campus like?**

An iconic site for UWC Robert Bosch College was identified in an ideal location in the "green" and "university" city of Freiburg, a site that is part of the city yet two thirds surrounded by the Black Forest and the remaining third looking overlooking sports association and university sports facilities. A Carthusian Monastery from 1750s is the signature building and is being renovated to house the teaching, study, library and administrative areas of the College. Furthermore, a new student (and teacher) village, dining hall / kitchen and auditorium are being built to high specification.

Included in the campus is a formal vegetable garden that has been in continuous cultivation for over 660 years.

The website <http://bit.ly/17KwEK5> gives a view of the campus (but not the vegetable garden) before the beginning of the building and renovation programme, and includes a drawing of the site from 1772.

The student village is made up of 8 student and 4 teacher houses. 24 to 26 students live together in each of these houses, 12 boys on one floor and 12 girls on another floor, four in a room, with a further room for 2 students, and with shared common rooms. One of the student houses and the academic buildings, dining hall and auditorium are accessible for physically disabled students and teachers.

What makes living at a UWC so special? Typically four students from different nations, cultures and socio-economic backgrounds share a room. UWC alumni are



convinced that a major part of the encounter, increased understanding and sensitivity toward other cultures is gained through sharing space and hence lives on a day by day basis.

### **32. What's living in Freiburg like?**

Freiburg is a most attractive city from many points of view, as are the surrounding areas (including the Black Forest). You may wish to refer to

<http://www.freiburg.de/pb/Lde/205243.html>

Moreover, Freiburg is situated close to the A5 autobahn, 2 hours by train from Frankfurt, less than an hour by road to the Alsace region of France and 45 minutes from Basel (Switzerland), which is home to the closest commercial airport.

### **33. How is public transport organized in and around Freiburg?**

The best way to get around Freiburg is by bicycle, walking and public transportation. The city has a bus and tram system. The closest tram station to the College is just over 10 minutes' walk away.