

UWC ISAK Japan Compensation Philosophy

At UWC ISAK Japan, we recognize that attracting and retaining talented, passionate individuals requires a thoughtful balance of meaningful financial compensation, holistic benefits, and the unique opportunity to contribute to a mission-driven community.

We endeavour to co-create a **mission and vision aligned work environment**, where innovation and leadership are encouraged and reflects our belief that working at UWC ISAK Japan is more than just a job—it's a chance to help shape the next generation of compassionate, globally-minded leaders; where we value the principles behind our socioeconomic diversity, recognising that our work with young people is transformative for all students.

We are committed to providing transparent and sustainable compensation that reflects the meaningful work our team does every day. Our unique ISAK faculty salary scale recognizes the diverse experiences and contributions that enhance both student and adult learning. For our staff, we respect Japanese norms and provide seasonal bonuses. We also offer professional development funding for both faculty and staff designed to support continuous professional growth, acknowledging that employee wellness is essential to sustained impact.

We aim to ensure our team members feel valued, supported, and inspired—both through compensation, as well as flexibility in regards to their time on campus where this aligns with scheduled responsibilities, and through the intrinsic satisfaction of being part of a school committed to making a positive impact on the world.