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Over a career of 37 years, Terry has taught at the primary, secondary and tertiary levels. Terry has held principalship positions in both primary and secondary schools, and was a principal in Australia before taking up his current position as principal of Jockey Club Ti-I College in Hong Kong SAR. In addition to his work in schools, Terry is a part-time lecturer at the HK Institute of Education and Terry has provided educational consultancy services to various organizations. As a consultant, he has facilitated strategic planning and planned and conducted leadership training programs in Australia, Singapore, Philippines, Malaysia and Hong Kong. Terry's research interest is in leadership and strategic planning and he has published widely in various journals.