

Learn How to Launch Your International Teaching Career



Search
ASSOCIATES



About Us

Gary MacPhie, Senior Associate

Barbara MacPhie, Executive Assistant

- Spent **26 years overseas** from 1988 to 2017
- **Singapore, Taiwan, Tanzania, Qatar, Ottawa, China**
- **2 daughters** born overseas, raised as **Third Culture Kids**

- 11 years as a classroom teacher
- **18 years as Elementary Principal**
- **International Recruiter for 18 years**



About Search Associates

- **30+ Years** in Business
- **Largest recruitment agency in the world** for international schools and educators
- Over **3000 placements** each year
- Represent **750+ schools** in over **120 countries**
- **Extensive database** includes **salary and benefits** of each member school
- **Personal and professional advice** through the job search process
- **18 Senior Associates** world-wide, covering different geographical regions
- **Teacher Recruitment Fairs**



Search
ASSOCIATES



Why Teach Overseas?

Travel the World



Broaden Your Teaching Experience



Savings Potential and Attractive Benefits



***Enjoy an Enriching Lifestyle, Adventure, New Cultural Experiences,
Gain an International Perspective***



What is an International School?

- Typically located in a **non-English speaking country**
- **Taught in English** (or partly host-national language)
- American, British, Canadian, International, Bilingual or National curriculums
- Kindergarten(or Pre-school) to Grade 12 (graduation)
- Vary in size (100 to 4,000)
- School year ~**August to June**
- **Families are Expats** families (diplomats, multi-national corporations, NGOs) or Prominent **host-national** families

- **Not all international schools are the same!**



Characteristics of a Search Member School

- **Over 12,000 International Schools world-wide**
- ***Search only represents 750+ of the top international schools***
- Search member schools are **fully accredited**
- Search schools are vetted – must go through a **rigorous screening process**

- **Academic** standards (and ESL)
- **Behaviour** standards
- **Resources** and Facilities
- **Small class sizes**, strong **extra-curricular programs**
- **Strong school community**
- (Similar to Independent or Private Schools)



Typical Benefits Package

Search member schools must provide

- **Valid work permits** for teachers and dependents
- **Livable salary and benefit packages**
- Must have **sound HR practices**

- **Competitive salaries** (regional differences)
- **Potential savings**
- **Housing/housing allowance**
- **Medical insurance** (international or national)
- **Relocation costs** (airfare, shipping allowance)
- **Tuition waivers** for school-aged children
- **Orientation program** for new teachers

- **2-year initial contracts**, with options to renew



Professional Benefits

- Professional Development (Search Schools)
- Opportunities for Advancement
- Global Networking
- International perspective (global best practices)



International Recruiting Timeline

Very Competitive Industry
School begin recruiting 1 year in advanced

June 1st	Start of Search's recruiting cycle
August/September	School's begin posting jobs Candidates activating/updating profiles
October to March PEAK SEASON	Schools continue to post jobs (3000+ jobs will be posted by January) Candidates applying to schools Search Recruitment Fairs Approx 75% of placements happen during peak season
April to June	Late vacancies Candidates already start re-activating accounts for <u>next</u> recruiting cycle
July to August	Last minute vacancies still being filled



Search Schools are looking for:

- **Certified teachers** (minimum B.Ed)
- **Open-minded, Collaborative, Positive**
- **RESILIENT**, flexible, adaptable,
- **Community** involvement and service
- **Value-Added:** Coaches, club leaders, extra-curriculars, committee volunteers

- **GOOD FIT for school and community**
- Teachers who are passionate, with a sense of adventure, committed, hard-workers
- Relevant, recent experience
- **Proven track record (strong references)**

- **In demand: IB teachers, HS Math and Sciences, Specialists, ECE teachers, Teaching couples**
- Challenges: non-certified teachers, vocational teacher, multiple dependents



Why Search Associates?

- Search represents over **750 top international schools**
- All Search member schools have been **vett**ed, they go through a rigorous screening process
- All schools are **fully accredited**
- Provide **valid work permits** for teachers and dependents, and **livable salary and benefit packages**
- **Sound HR practices** including onboarding and **orientation programs** for new teachers



International Schools *PREFER* Search Candidates

- Search candidates have been **personally vetted** by a Senior Associate
- Candidates are **fully certified with valid teaching credentials**
- Profiles complete with **supporting documents and 4 online confidential references** (the “**Gold Standard**” in the industry)

Recruiting is time-consuming and expensive!

- Using Search ensures **high caliber of applicants**
- **Streamlines the volume of applications**
- *Schools typically receive 100s of applications per vacancy!*



Search
ASSOCIATES



Benefits of Joining Search

- **Research** our extensive database and **review salaries and benefits** of all schools
- View **list of vacancies** from our 750+ schools
- Receive a **daily email of new jobs** posted from around the world
- **Apply directly** for teaching / administrative positions world-wide
- **Personalized support** throughout the job search process
 - **Review of Resume/CV and Cover Letters**
 - **Suggestions** to strengthen your profile
 - **Advice** on Job search advice, school information, job offers, contracts




You have to be **PRO-ACTIVE** with your job search but **we are here to support you!**

There are no guarantees or promises of employment. We do guarantee that we will do all that we can and give you the tools you need to enable you to be placed in a Search member international school



Next Steps – Register with Search

WELCOME NEW CANDIDATE



CONGRATULATIONS!
YOUR ASSOCIATE IS: GARY MACPHIE

Great! Now that you've found your Associate, let's get started with setting up your account. First, you should enter your email and password below. Your email will be your username. You will use this information to log in to your Search Associates account, so please save this information for future reference.

ACCOUNT SETUP

* Last Name/Surname Suffix * First Name Middle Preferred Name

* E-mail address * Password * Verify Password

You will use this to log in 6 - 20 characters Must match the password

* How did you hear about Search Associates?

I have read and agree to the Candidate Privacy Policy.
 I have read and agree to the Search Associates General Privacy Policy.

CREATE ACCOUNT

- Complete **on-line application** form
- Upload **supporting documents**: resume, degrees, teaching certificate, police check
- Request **online confidential references** (min of 4 references)
- Last step: **Registration Fee** US\$225 (C\$290), good for 3 years (or until placed overseas).

Personal Seeking Contact Experience Education Other Bio Documents

Candidate Information

Last Name/Surname* Suffix First Name* Middle Preferred Name

MacPhie Test

Please list other names you have used in the past (include maiden name, if applicable) Earliest Date of Availability*

January 2021

List full name(s) separated with commas. Leave this field blank if this does not apply. Please select date that you would be free to begin work. Schools may search for candidates using this date to determine if they are available.

Citizenship* Dual Citizenship I hold a passport from an EU country

Algeria - None -

<http://bit.ly/StartWithSearch>

gmacphie@searchassociates.com



An Adventure Awaits You!

