

October 2023 Update

October 10, 2023

Dear Candidates,

To my Canadian candidates, Happy Thanksgiving! I hope you had a chance to take a moment and reflect on all the people and things that we are thankful for.

I hope the first month of your school year has gone well. This is the second of our monthly Search Updates, with tips to help you with your recruiting efforts. For your reference, a copy of this month's update and all previous updates are posted on this page [Email Updates](#).

October is the start of the peak recruiting season and there are already over 1,500 vacancies posted on the Search database. It's great to see that many candidates have already applied for many jobs, for schools all over the world. A lot of candidates email to ask us, "What now?"

Application Follow Up

It is absolutely appropriate to send a follow up email to ask the status of your application. Generally, we suggest waiting until the deadline has passed. If you used the Search email system to make the initial contact, you can send the follow up from your personal email account. Some candidates just feel better covering all the options.

Every school is different regarding how/when they reply. Some schools have an auto-reply so at least you know your application was received (note: if you used APLi, you can be assured the school has your application). Others will only contact you if they are interested in following up with your application. Others will have someone personally respond and thank you for your application. Some will wait until the application deadline, others will respond as applications come in. Unfortunately, there are many schools that do not respond at all, and we know this can be very frustrating. We do continually remind schools to respond to every application but every school has a different process.

Please keep in mind that at this early stage of the recruiting cycle, schools are being very selective ("cherry picking") trying to fill those hard to fill positions first while considering their hiring strategy for the upcoming recruiting season.

Search Fairs, and Partnership with Queen's University

All Search Fairs are open for invitation requests. Check our [Fair Webpage](#) for eligibility criteria and the fair schedule. A list of the attending schools should be available soon for the early fairs. If you are not sure which fair(s) you should attend, check this document "[What Fair is Right for Me](#)" or email me. If you have already registered for a Fair, make sure you check the Fair page regularly for updates.

If you are located in Canada or near Toronto, we encourage you to register for the [Toronto Search Fair, Feb 10-11, 2024](#). We are excited to be partnering with QUEEN'S UNIVERSITY to provide one premier international teacher recruiting event in Canada. Our partnership should attract many schools who are looking for a strong pool of qualified candidates. Stay tuned for the official announcement in the coming weeks.

Online Seminars

Search Associates is offering a series of online seminars, hosted by different Senior Associates around the world. These workshops are hugely popular and generate a lot of great discussion during the Q&A session.

"Optimizing your Search: Your Next International Teaching Job"

Hosted by Gez Hayden, Senior Associate and organizer of the Singapore and London Fairs

Saturday, October 14, at 11:00 AM UTC+2 (Cape Town time)

Zoom Meeting ID 89512823396

Passcode:077369

If you missed my presentation last month ***"Introduction to International Schools"*** (for candidates who are new to international schools or if you want a refresher) you can watch it here [SearchZoom Sept9 2023](#).

Recruiting Tips

Here are some tips for being **pro-active** with your international job search and making the most of your Search membership.

- Make sure you receive the **daily email updates**. Filter this to match just your job preferences, using the email preferences on your dashboard. Note: you cannot filter the email updates by region
- **Research schools and jobs** on our database (hint: you can "favourite" schools and create a list of your preferred schools).
- If you find a potential match - **submit an application!** Do NOT wait until the last day to submit your application! Always give yourself a 1-2 day grace period. This will avoid any confusion with deadlines and time zones. If you're not sure how to apply using the Search database or APLi, read [How to Apply for Jobs](#).
- Your email application should be a condensed cover letter expressing your interest and explaining why you are a good fit for that school. **"What can you bring to the table?"** Your goal is to **GET AN INTERVIEW!** Read [Cover Letter Tips](#). If you would like us to review your cover letter template, send me an email.
- Once you have a good template, you can apply to multiple schools with moderate effort. However, be careful with your copy/paste - nothing is worse than saying ABC School is your dream school, and then accidentally sending it to XYZ School.
- Our general advice is to apply to as many schools as possible - different types of schools in different regions. Apply first and then evaluate those schools that express interest in your application. Your communication with those schools will allow you to evaluate the school far better than any research you can do in advance.
- **APLi**. Almost 50% of jobs posted use our APLi platform. This is a huge advantage for Search candidates, as it really simplifies the application process. Click the APLi link on Search, do NOT create a new APLi account using a different login (your accounts will not be linked). Also, make sure your APLi application includes your updated (recently submitted) references. If not, let me know - sometimes we need to hard-sync your Search profile with your APLi account.
- If you come across a position that you found through the Search database, and the school then directs you to register with Schrole, or they direct you to their own online application, please let us know. Many schools will waive this requirement for Search candidates, so save yourself a lot of time/effort and check with us first!

- Unfortunately, there are some very competitive schools (ie UWCSEA, IS Kenya, ISKL, Aramco) that require all applicants to use their own online application form. If you want to apply to these schools, you must follow their strict rules or risk being overlooked.
- **Keep your profile updated!** You can continue updating your profile in Active status (remember, your goal is to have the most complete and competitive profile possible). So go ahead and request additional references, revise your CV, upload documents and/or your criminal background check. If you want us to review your profile again, just let us know.
- **Auto-Archived!** You need to log onto your account once every 30 days or our system will automatically Archive you. If this happens, you will lose access to the dbase and schools will not be able to see your profile. Just email me and I will re-activate you immediately (this has to be done manually).

Interviews

There are lots of great articles about how to prepare for an online interview (Zoom, Teams, Google etc). Interviews can be daunting, but they do get easier and you will get better with each subsequent one. That's why you want to get as many interviews as possible! Read [Interview Tips](#) for sample interview questions and links to good articles to help you prepare.

Considering and Accepting Offers

It's exciting to get an early offer, but please consider your answer very carefully. Please remember that with Search, YOUR WORD IS YOUR BOND. Do not verbally accept a position if you are unsure the position or the school is the right fit, or if you are waiting for a better offer from another school. If you have any questions about this, please email me for advice. The gravest error in Search is to accept a job (verbal or written) and then renege on your agreement. As per your Agreement with Search, if you do accept a verbal or written offer of employment (through Search or other means), please notify me within seven days. Read [Considering and Accepting Offers](#).

If you have any questions, please email me. Barbara and I try very hard to respond ASAP, so if you do not hear from us within 2 days, please re-send your email! **We are here to assist you and support your job search, as much or as little as you want.**

Good luck, and please keep us posted of your progress!

Kind regards,
Gary