

## November 2023 Update

November 5, 2023

Dear Active Candidates,

The recruiting season is now in full swing! There are over 3,100 jobs posted for August 2024, with more being added daily.

### Should I stay, or should I go...

In the next few weeks or so, many of you will have to decide whether or not to re-sign with your current school, or take the plunge and commit to seeking a new job for Aug 2024. This is a very stressful time, and ultimately you will have to do what is right for you, your family, your career and your finances. **If you do decide to remain at your current school, please let me know**, so I can update your account status. Note: if you are at a Search school and you have re-signed for another year, you need to de-activate your account since your school will see your Active Search account, and may question why you are looking for jobs even though you have already committed for next year.

### Search Job Fairs

Attending a Search Fair should be part of your job search strategy, to complement your online applications. If you have the opportunity to attend one of our fairs, we strongly recommend you do so. Post-pandemic, the school-to-candidate ratios are in your favour as recruiters are eager to interview and hire candidates in-person again. Our recent fair data shows that nearly 100% of candidates secure at least 1 interview, and many candidates receive more than 1 offer during a fair.

Check our [Fair Webpage](#) for the fair schedule and eligibility criteria. If you have already registered for a Fair, check the Fair page regularly for updates. If you requested an invitation but have not received it yet, send me a reminder! If you have requested an invitation but haven't registered for the fair yet, do so ASAP to save your seat. If your situation changes, you can always cancel your seat before the deadline.

If you are located in Canada or near Toronto, you should definitely attend 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 is attracting many schools who are keen to leverage Search and Queen's reputations in international recruitment. Read the [official announcement](#).

### Be Pro-Active! Persevere and Stay Positive!

It is encouraging to see many of you taking full advantage of Search's database to research schools and apply for jobs through the Search system or APLi. Yes, we know it is stressful and time-consuming, but you have to continue to be pro-active with your job search and persevere for the months (yes months!) to come. Read [Job Search Strategies](#) and [How to Apply for Jobs](#).

It is still early in the recruiting cycle. At this time, 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 fairs. Recruiters know they have at least 3-4 months of recruiting ahead of them. Often we hear from candidates that they were sure they were a “perfect fit for a job” but were unsuccessful in securing the position or even an interview. In reality, there are so many factors/variables or “moving pieces of the puzzle” (preference for teaching couples, available position for a teaching spouse, gender balance, diversity, number of dependents, visa restrictions, nationality quotas, etc) that schools have to consider, that we cannot possibly be aware of. I know it's hard, but try not to take anything too personally. It is not a reflection of you, personally or professionally.

**Good news** - there will probably be another 2000+ jobs posted between now and March. So don't get discouraged - just keep applying. Apply to as many schools as possible – different types of schools in different regions. The more schools you apply to and the longer you continue to apply, the greater your probability of success.

Don't forget, if you haven't heard back from a school after 1-2 weeks after the deadline, it is absolutely appropriate to **send a follow up email** to ask the status of your application. Refer to the October Update email for more information on this. Copies of all monthly updates can be found at [Email Updates](#).

### **Upcoming 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. Here's what's coming up in November.

#### **“Prepare to launch your international job search. Have your questions answered by a panel of Senior Associates”**

Hosted by Gary MacPhie (Canada Office, Toronto Fair Organizer), Bob and Jennifer Imholt (US West Coast Office, San Francisco and Latin America Fair Organizers)

Sunday, November 19th at 7:00 pm EST (4:00 pm PST)

Zoom: Meeting ID 902 985 3098

PW: Search2023

*Note: this seminar is specifically for candidates who are new to international schools and teaching overseas.*

#### **“Optimising Your Job Search”**

Hosted by Nick Kendell (Australia/NZ office, Melbourne and Bangkok Fair Organizer)

Sunday November 26th at 10:00 am Melbourne Time

<https://us06web.zoom.us/j/87895738489?pwd=p0Ei6MONJ2kd27384t59XTAiB7L2oU.1>

*Note: this seminar is for all Active candidates*

If you miss these seminars I will post the video links to all previous sessions (such as Gez Hayden's October seminar) on this page [Email Updates](#).

## **ISS, Schrole, School Application Forms**

If you see a job posted on Search but are then directed to apply via ISS/Schrole or a school's own application system, let me know. Search has special arrangements with many (but not all!) of the bigger schools and you do not need to go through the ISS/Schrole or school's application process. Check with us first, and you may save yourself a lot of time and effort!

Unfortunately, there are some very competitive schools (ie UWCSEA, IS Kenya, ISKL, AES New Delhi, IS Luxemburg, Zurich IS, etc) that require all applicants to use their own online application form. If you want to apply to these schools, you must follow their strict instructions. But again, check with us first. Rest assured, these schools hire many Search candidates each year.

## **Sample Interview Questions**

If you have interviews coming up, make sure you check out [Interview Tips](#), which includes how to prepare for interviews, how to make an introductory video, video interview formats, questions for recruiters, and sample interview questions.

The first interview is a chance for the school to determine if you are a suitable candidate, so questions would relate to your teaching experiences. This is not the time to discuss salary/benefits! This will come in subsequent interviews. Second or third interviews are also the time to mention any personal situations that could affect hiring decisions (ie marital status about to change?). Are there any personal/family issues or health issues that may impact your ability to honour your agreement to move to a new school? Do you take medication which may not be available in some countries? Can't live without bringing your three large dogs? Let the interviewer know these things in advance - they will appreciate your honesty and discussing this up front will avoid any unpleasant situations in the future.

## **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. For more detailed information, read [Considering and Accepting Offers](#). Make sure you read "Recommended Professional Practice when a Job is Offered" and "Hooray! Oh No! I Got a Job Offer". The links are included on the Offers webpage.

Always request to be put in touch with a current teacher at the school, with a similar family situation (single, single parent, teaching couple, teaching couple with kids etc.) to ask questions about school life, the community and quality of life in general, and savings potential. This tactic could buy you a few extra days to make your decision! Also take into consideration your personal situation (especially if this is your first international post). Are there any family issues or family health issues (including pets) that may prevent you from fulfilling your contractual obligation? If you have any questions/concerns, email me BEFORE you accept the offer.

**If you have recently accepted an offer....**

Congratulations! Please send me an email, and then [deactivate your account](#). You do not need to wait until you have a signed contract, just a letter of intent. Thanks, this really helps us with keeping track of our data. You will also have the opportunity to provide some feedback. *As per your Agreement with Search, if you accept a verbal or written offer of employment (through Search or other means), please notify me **within seven days**.*

Good luck with your applications, and please keep me posted. If you have any questions, please let me know. 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!

Kind regards,  
Gary

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- Join our [FREE Facebook Group Here](#)
- Follow me on [Instagram](#) and [LinkedIn](#)

REMEMBER: if you are not actively seeking a job for Aug 2024, please send me an email so we can deactivate your account until you are ready to look again.