

## Search Associates December 2023 Update

Dec 4, 2023

Dear Active Candidates,

We hope you are well and looking forward to the upcoming holidays.

The international recruiting season continues to be robust - there are now over 3,900 jobs posted with Search. We are still in the first half of the recruiting cycle and many schools' Intent to Return process happens in December, meaning vacancies will soon be confirmed and you should see a lot of new jobs posted in the coming weeks.

This also means that you may have already committed to stay at your current school - if so, please email us to let us know so we can update your account. Recruiters request that only candidates that are *actively* seeking jobs be available on the Search database. You can re-activate your account as early as June 1st, if you plan to look again for Aug 2025.

**If you have recently accepted a job, through Search or any other means, please let me know so we can update your account. Don't forget to tell us what school/country you will be heading to next year!**

**Search Fairs.** There are still seats available at the January and February job fairs. If you can get to one of the fairs, we strongly recommend it. Recruiters are eager to meet and interview with candidates face-to-face again. Check our [Fair Webpage](#) for the fair schedule. 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](#). Our partnership with Queen's University is attracting many schools who are keen to leverage Search and Queen's reputations in international recruitment.

### **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. 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.

If you are contacting schools this month, please keep in mind that they may not respond to you right away (or at all) given that December is extremely busy, with report cards, school and community holiday events, and the upcoming winter vacation.

If you haven't heard back from a school after 1-2 weeks after the application 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 details. If you applied via the Search system (Contact School button) you may want to send your follow-up email from your personal email account.

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" that schools have to consider (position for a teaching spouse, gender balance, diversity, number of dependents, years of international teaching experience, visa restrictions, nationality quotas, etc) that we cannot possibly be aware of. So please try not to take anything too personally. I know it's hard sometimes.

### **Sample Interview Questions**

If you have interviews coming up, make sure you check out the [Interview Tips/Sample 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 that may impact your ability to honour your agreement to move to a new school. 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.

### **Accepting Offers**

This is always an exciting time! Remember, Search Associates regards a verbal agreement as professionally binding. Reneging on that agreement is the same as breaking a contract. 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. Take the time to research and reflect before you accept an offer. Always ask to speak to a current teacher. If you have any questions about this, **please ask me for advice**. If you are juggling interviews or have multiple offers and you need help, email me. As per your Agreements with Search, if you do accept a verbal or written offer of employment (through Search or other means), *please notify me within seven days*. For more information, read [Considering and Accepting Offers](#).

### **Auto-Archive**

Do not just scan the Daily Email Updates! You need to log onto your account once every 30 days or our system will automatically Archive you and you will lose access to your account and schools will not be able to see your profile. This also tells us that you are not being very Pro-Active with your job search! We can reset your account, but we will ask about job search status.

### **Online Seminars for December**

Search Associates is offering a series of online seminars, hosted by different Senior Associates around the world. Here's what's coming up in December:

**Saturday December 16, 2023. 4pm GMT**

Introduction to international schools, hosted by Peter Smyth and Bill Turner

<https://us02web.zoom.us/j/89855769629?pwd=d09Ya0ZoSDJSak9INnVldU16czZTZz09>

Meeting ID: 898 5576 9629, Passcode: 474726

**Sunday December 17, 2023, 10:30am Melbourne Time**

Live Q & A, for those registered for the Bangkok Fair

<https://us06web.zoom.us/j/89279727385?pwd=hVFT7cEUjQyHUhA1tMtCFyUXIOsd36.1>

NOTE: If you missed the previous seminars, the video recordings are posted here [Email Updates](#).

If you have any questions, please let me know. We are here to assist you and support your job search, as much or as little as you want. We know that December is a busy month for teachers, with report cards, holiday celebration programs, and family commitments. Barbara and I try very hard to respond asap, but if you do not hear from us in 2 days, please re-send your email!

Wherever you are in the world, Barbara and I send our very best wishes for the holiday season.

Kind regards,

Gary

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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.