

May 6, 2024

Dear Candidates,

Happy May! We hope you are well as you prepare for the last two months of another school year.

If you are NOT seeking a job for Aug 2024, please send me a quick email to let me know if you have already accepted an offer, if you are staying at your current school or if you are suspending your job search til Aug 2025 or beyond (see below section for details).

If you are still looking for August 2024, there are over 1,800 Search jobs in over 430 schools in 82 countries available (1,110 jobs in over 325 schools outside of China). Stay positive and keep applying!

At this point in the recruiting cycle, we notice the following trends:

- Schools are much more receptive to applications and are being more pro-active in contacting candidates.
- European jobs continue to be posted.
- Some jobs in top schools are being re-posted as candidates hired early in the cycle cannot honour their commitment (due to personal, family or health issues) so a few of these plum jobs are back on the market and schools are eager to fill them.
- More schools are asking Search for customized help, so if you receive an email from our Schools Coordinator and you are interested, just reply to Mei-Lyn's email, and she will put your name on the preferred list of candidates.

Upcoming Interviews?

If you have interviews coming up, make sure you check out [Interview Tips](#) which includes many sample questions. Also read [Considering and Accepting Offers](#) to help you decide if an offer is the right one for you. If you have any questions, please ask me for advice **BEFORE** YOU ACCEPT AN OFFER. Remember, "Your Word is Your Bond" and even verbal acceptances are considered professionally binding. Please keep me posted on your progress, and feel free to cc me on any emails to schools. Sometimes it helps if recruiters know that Search is part of the conversation.

Have a Plan B in case you don't find something suitable for Aug 2024. This could include returning home to work on PD, spend time with family or teaching domestically. Taking a year or two off to regroup is totally acceptable in the eyes of recruiters, especially post-COVID and the increased awareness of the importance of mental health and personal well-being.

IF YOU ARE NOT SEEKING A JOB FOR AUG 2024 - PLEASE EMAIL ME:

- If you have **accepted an offer**. As per your Search Agreements, you should notify me **within 7 days** of accepting any offer, *THROUGH SEARCH OR ANY OTHER MEANS*. Don't forget to tell me the name/location of your new school! You do NOT have to wait until you have received your contract to de-activate your account. As long as you have signed a letter of intent, we consider this professionally binding and you need to [De-activate your Account](#) to safely save all your information and references. *Why do we want to know if you accepted a job not through Search? Like any organization, we like to keep track of data, to gauge how we are doing in today's competitive recruiting market. When you de-activate your account, you also have the opportunity to leave some feedback.*
- If you have decided to remain at your current school for the next school year, or return home at the end of the school year. If you wish to recruit again for Aug 2025, it is important to de-

activate your account for now, so schools (or our schools coordinator) do not contact you about positions for Aug 2024. Schools constantly ask Search to ensure only candidates seeking jobs for Aug 2024, are visible on our database so they can fill their last-minute vacancies. Then send me an email in July/August to re-activate your account for Aug 2025.

IF YOU ARE LEAVING YOUR CURRENT SCHOOL IN JUNE - make sure you get a police background check BEFORE you leave. Your school's HR should be able to help you. You will need this when you recruit again and they are difficult and expensive to obtain once you leave the country. Also, if any of your supervisors (Head of School, Principal, Vice/Asst Principal) are moving on, request a confidential reference before they leave. It's always easier to request these now, while you are still colleagues and their memories are fresh.

Auto-Archived Accounts

If you do not log on to your account at least once a month, our system will Auto Archived your account, and you will temporarily lose access to the database, the daily email updates and any APLi applications will be suspended. If this happens, we will email you for an update - did you already find a job? Are you returning home? If you are still looking for Aug 2024, we can quickly make your account active again (this has to be done manually).

Please let us know if you have any questions or if you need any advice. We are here to assist you and support your job search - *as much or as little as you want.*

Enjoy the last 2 months of the school year!

Gary

Visit our [Search Website](#) for tips on Cover Letters, Resumes, Bios, and other job search tips. A copy of this month's update and all previous updates are posted on [Email Updates](#)

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