

November 2024 Update – A long but important message

November 3, 2024

Dear Active Candidates,

The recruiting season is now in full swing! There are over 2,700 jobs posted for August 2025, with more being added daily.

If you have recently Activated your account, please make sure you read my previous monthly updates at [Email Updates](#). They contain helpful tips and advice for your job search journey.

If you have recently accepted an offer.... Congratulations! Please send me an email, and then [deactivate your account](#). *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**.*

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 2025. 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. Avoid this!

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 most candidates secure multiple interviews, 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 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, we encourage you to register for the [Toronto Search Fair, Feb 8-9, 2025](#) held in partnership with **QUEEN'S UNIVERSITY**. Queen's used to run their own fair (TORF) but has now joined Search 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 this article about the success of our [2024 Toronto Fair](#).

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 rejection 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 topic (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. The sessions will be recorded so if you can email me for the link if you cannot attend in person. Here's what's coming up in November.

Tuesday, November 12th at 5:00pm Dubai Time (UTC +4)

Demystifying the Candidate Recruitment Fair Experience

Hosted by Bill Turner (Dubai/UK) and Peter Smyth (UK South)

Zoom link:

<https://us02web.zoom.us/j/83340948205?pwd=Sa3weOhaKdarpkJmC4nMEuOMtB4hIx.1>

Meeting ID: 833 4094 8205

Passcode: 550364

Wednesday, November 27th at 5:00 pm London UK Time (UTC +1)

Teachers Looking for a Change: Want to Learn about International Schools?

Hosted by Bill Turner (Dubai/UK) and Peter Smyth (UK South)

Zoom link:

<https://us02web.zoom.us/j/83245532962?pwd=LkB9hKX7JEJNafUAwbCGqBfRThZHNg.1>

Meeting ID: 832 4553 2962

Passcode: 786399

Saturday November 30th – 2 sessions, 11:00am and 5:00pm China Standard Time (UTC +8)

THE INTERNATIONAL SCHOOL RECRUITING CYCLE: Secure Your Next International Teaching Job Now

Hosted by Gez Hayden, Singapore and London Fair Organizer

Session 1: 11:00am (China Standard Time)

Zoom Meeting ID: 895 7505 8776

Passcode: 670916

Session 2: 5:00pm (China Standard Time)

Zoom Meeting ID: 884 0319 2342

Passcode: 530698

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.

A Note re APLi

Recently, there has been a lot of misinformation on social media, about APLi using AI or ATS to screen applications. Here's the truth: All APLi applications are received by HUMANS (school admin/recruiters or school HR). APLi does not use bots or AI to screen/sort applications. APLi is **not** an ATS (Applicant Tracking System) and **does not** use any form of resume screening software. Schools are fully in control of the entire application process, from start to finish. Schools can view all submitted applications and manage or rank them according to their own criteria. They do have the option of including some pre-qualifying questions ie do you have IB experience or do you have a degree in the specific subject (which is sometimes required for visas) that may preclude non-qualified candidates from proceeding with their application, but this is different from APLi being able to screen or rank applications.

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.) and/or from the same department/division, to ask questions about the school, community, parents, work load, expectations, work/life balance, recreational/social and travel opportunities, housing, medical coverage, quality of life, cost of living 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](#). Thanks, this really helps us with keeping track of our data! You do not need to wait until you have a signed contract, just a letter of intent, which is professionally binding. 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 of your progress. 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

◆ Connect with me on [LinkedIn](#), follow me on [Instagram](#), join our [Facebook Group](#), visit our [Search Website](#).

REMEMBER: if you are not actively seeking a job for Aug 2025, please send me an email so we can deactivate your account until you are ready to look again.