

January 2025 Update

January 1, 2025

Dear Candidate,

Happy New Year! We hope you enjoyed your holidays and are ready to renew your recruiting efforts for August 2025.

Please remember to email me...

- If you have recently **accepted an offer** (through Search or otherwise). As per your Search Agreements, you should notify me within 7 days of accepting any offer. You can also de-activate your own account from your dashboard (in Availability box, click "Change to no longer available"). Thanks, this really helps us keep track of our data. You will also have the opportunity to provide some feedback.
- If you have decided to remain at your current school for the next school year. We know that for most international schools, the deadline to commit for another year has already passed. So please let me know so we can update your account status.

Search Job Fairs are still open! Request your invitations now!

January is a busy month, with 5 in-person fairs: Melbourne, Bangkok, London, Hong Kong and Cambridge USA. Recruiters are excited to attend the job fairs and eager to interview with candidates face-to-face. This means many schools may wait until after they attend the fairs, before making their final hiring decisions.

In February, there are 2 in-person fairs: the San Francisco Fair Feb 1-2 (if you live on the West Coast, you should consider this fair), and then the **TORONTO FAIR Feb 8-9**. If you are located in Canada or near Toronto, you should definitely attend this fair! Our partnership with Queen's University is attracting many schools who are keen to leverage Search and Queen's reputations in international recruitment. The Toronto Fair is a friendly and personal event yet maintains a highly professional and productive atmosphere. You will have quality time to connect face-to-face with recruiters from select international schools from all regions of the world, giving you the best opportunity to secure interviews. The list of registered schools is now available on the [Fair webpage](#).

Prepare for the Fair!

We be hosting another online seminar to help you prepare for the job fairs, in particular the Toronto Search Fair. Please join us and bring your questions!

Saturday, January 18th at 1pm Toronto time (10am West Coast time).

Link: <https://us06web.zoom.us/j/85803539848?pwd=MqogrQWb3lFtfkDp8CTy3dwneftsNv.1>

Meeting ID: 858 0353 9848

Passcode: 289475

Keep applying!

There are over 3,500 positions posted with Search! More positions will be added daily and will peak around mid-February. Using the database pro-actively is always the best strategy. Over 70% of Search placements are filled via the database and APLi. If you are starting to feel frustrated with your job search, don't be disheartened. There is always a lull over the holidays and then recruiting picks up in January and February, and will continue into March, April and even May. Read this article ["Toughing It Out"](#) to give you some perspective of the international recruiting cycle.

If you are seeking a leadership position, you can also apply to any positions posted on the [Leadership Vacancies](#) page of our public website.

Interview Tips

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. Don't forget to ask to speak to a current teacher so you can ask questions about the school culture, living conditions and savings potential.

I found this interesting article, in response to the interview question ["Why do you want to work here"](#). Even though the article focuses on corporations, it also applies to international schools - research the school before your interview, explain why the school resonates with you personally and professionally, and highlight what impact you hope to have at the school (we referred to this as your "value-added" or "what are you bringing to the table").

Accepting Offers

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. If you have any questions about this, please ask me for advice before you accept an offer. If you are juggling interviews or have multiple offers and you need help, email me. As per your Agreement with Search, if you do accept a verbal or written offer of employment, *please notify me within seven days*. For more information, read [Considering and Accepting Offers](#).

Auto Archived Accounts

Do not just scan the Daily Email Updates! If you do not log on to your account at least once a month, our system will Auto-Archive your account and you will temporarily lose access to the database and the daily email updates, and schools will not be able to see your profile (even if you have already applied for jobs!). This also tells us that you are not being very pro-active with your job search! We can quickly reset your account (we have to do this manually), but we will ask about job search status.

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. 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!

If you are registered for a fair this month, good luck and please let me know if you need advice about schools or offers. If you accept an offer, please let us know so we can congratulate you and update your account status!

Happy New Year again, and best wishes for a happy, healthy and exciting year ahead!

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.