

February 2025 Update

Feb 1, 2025

Dear Candidates,

I get to wish you a Happy New Year again, this time for the Chinese New Year (Jan 29th). Let's hope the Year of the Snake is auspicious for everyone!

Please remember to email me:

- If you have recently accepted an offer. As per your Search Agreements, you should notify me within 7 days of accepting any offer (through Search or by any other means).

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. Also, even though you applied through a different platform/agency, you may be surprised to know that many schools still review your Search profile as part of their hiring process, to read your references and evaluate your application. Furthermore, when you de-activate your account, you have the opportunity to leave 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.

WHERE ARE WE IN THE RECRUITING CYCLE?

As mentioned in previous updates, you need to think of the international job search as a process that could take several months. Don't despair if you don't have an offer by a certain time or if friends or colleagues have already secured new positions. Each candidate, vacancy and job search is unique and finding the best match takes time. Perseverance and flexibility are the best strategy to finding a position that is right for you.

Consider these statistics: Our historic data shows that about 25% of our openings are filled before December 31. The MYTH that most hiring is done before Christmas is factually incorrect although commonly thought to be true by many candidates! Search's placement mid-year point is actually mid-February. That means 50% of all vacancies are still available or yet to be published! As of today, there are over 3,300 vacancies listed on our database.

The fact is February and March continue to be a critical time in the recruiting year cycle as contract renewal deadlines likely have passed and candidates are making career decisions. Schools are still actively recruiting and are actually more motivated to hire!

If you are seeking an Admin position, make sure you regularly check the [Leadership Vacancies](#) page of our public website. These postings are not always cross-posted on our database, and often they have special application instructions.

Recruitment Fairs

Last month, we held 5 in-person fairs, the San Francisco Fair is this weekend, and our own Toronto Fair is next weekend! We are happy to report that the fairs are back to what they were pre-COVID - robust events full of opportunities, with many candidates receiving multiple offers during the fair.

If you live in or nearby Toronto, and you haven't already registered, please consider attending the Toronto Job Fair next weekend. Even though this is a smaller "boutique" fair, the caliber of the schools attending is outstanding (thanks to our partnership with Queen's University). Check the list of schools and the schedule on the Fair Webpage. It's not too late to register! These recruiters prefer to meet face-to-face and hire with one-on-one interviews, and they are motivated to hire.

Accepting Interview Requests

If a school contacts you for an interview - ACCEPT THE INTERVIEW. You may not have considered this school/country/region before, but the information you gain from the interview will allow you to evaluate the school far better than any research. It is also an opportunity for you to connect with school leaders - if this job doesn't work out, but you made a strong personal connection with the interviewer, he/she may remember you next time when they have moved onto a school that you are interested in. This happens more often than you think. Lastly, treat every interview as a PD opportunity - interviewing (especially online) is a skill that gets better with more practice. Read <https://ca.searchassociates.com/interview-tips-2/>

Accepting Offers

Search Associates regards a verbal agreement as professionally binding. 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 do your due diligence before you accept an offer. Always ask to connect with a current teacher at that school (this also buys you a few extra days). If you have any questions, please ask me for advice BEFORE you accept. As per your Agreement with Search, if you do accept a verbal or written offer, *please notify me within seven days*. Read <https://ca.searchassociates.com/considering-and-accepting-offers/>

Asking for Feedback

If you've had an interview with a school and then your application is declined, you may want to follow up with an email to the school/recruiter and thank them for their time and consideration. This also gives you the opportunity to ask for feedback about your application and candidacy. Ask open-ended questions like, "Was there anything you didn't like about my answers? What could I have done differently to present myself better?" Then add, "Your feedback would be greatly appreciated in helping me with my future applications". Keep in mind, you may or may not hear back from the school, but empathetic recruiters will respond with some valuable insights.

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 Archived your account (automatically), and you will temporarily lose access to the database and the daily email updates, and schools will not be able to access your applications made through Search or APLi. 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 your 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 in 2 days, please re-send your email!

Thanks,
Gary

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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.