

March 2025 Update

March 10, 2025

Dear Active Candidates,

Sorry for the delay in getting the March Email out – we were busy wrapping up the Toronto Job Fair last month. Thank you to all candidates and schools who participated! Check out our final fair video and accompanying article here:

[Toronto Search Fair Video \(73 sec\)](#)

[A Global Career Gateway: Highlights from the Search Associates Toronto Job Fair](#) (3 min read)

We are now just over half-way through this year's recruiting cycle. There are still over 2,400 vacancies posted on Search which means there are still plenty of opportunities available for August 2025. In fact, many schools will now be pro-actively contacting candidates and will hire over the next few months and even into the summer. You will also see more postings from European schools. So stay positive, keep your eyes on the daily email updates, and keep applying to all suitable positions. You may need to be more open to exploring schools in regions outside of your comfort zone, wherever that might be.

USAID. With the recent cancelling of USAid programs, schools in affected countries are experiencing extraordinary challenges with sudden drops in enrollment. This is leading to schools having to drop programs and cancel teacher contracts, which means there is a sudden surge of experienced international candidates on the recruiting market.

If you have recently joined Search, make sure you read [Applying for Jobs](#) for instructions on how to contact schools and applying via APLi. Copies of past monthly email updates and recruiting tips are posted here [Email Updates](#).

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 ANY OTHER MEANS. Don't forget to tell me the school name and location. 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 can de-activate your account.
- *Why do we want to know if you accepted a job not through Search? We like to keep track of data and trends in the recruiting market. When you de-activate your account, you 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.

Then please update "Your Availability" by clicking "Change to No Longer Available". Here's a short video on how to do this which ensures that all your information including references is safely saved until your next job search [Update your availability](#).

Search Fairs: There are still 2 upcoming job fairs: London March (March 15-16), and Dubai April (April 12). If you are able to travel to one of these locations, this would be a good option as our in-person fairs have a very high success rate. Schools are motivated to hire at this stage in the recruiting cycle. For more information about these fairs, check the [Fair Webpage](#). If you want an invitation to one of these fairs, send me an email.

Leadership Candidates: 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. Do not miss out on these opportunities.

Accept All 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. Also, treat every interview as a PD opportunity - interviewing is a skill that gets better with more practice. Check out [Interview Tips and Sample Questions](#).

Considering and 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. If you have any questions or concerns, ask me for advice **BEFORE you accept**. As per your Agreement with Search, if you do accept a verbal or written offer, you need to *notify me within seven days*. Read [Considering and Accepting Offers](#).

Multiple Offers?

This is always a tricky situation, when you are entertaining 2 offers, or if you are waiting to see if you get a better offer. Always ask to speak with a current teacher - ask about the school, community, parents, work load, expectations, work/life balance, recreational/social and travel opportunities, housing, medical coverage, and savings potential. This could also buy you some extra time, the school should allow you time to connect with this teacher and get your questions answered.

Schools know that strong candidates juggle interviews and can get multiple offers. At the same time, you must realize that schools are interviewing multiple candidates simultaneously for the same position. If their #1 candidate declines their offer, they will immediately move on to #2 and so-on.

Again, read [Considering and Accepting Offers](#), especially the articles "Hooray, Oh No" and "Professional Practice". These should help you evaluate the offer and decide if it ticks your personal and professional boxes. What is your gut telling you? Remember that once you accept, your word is your bond so make sure you ask all the questions before you say Yes. If you have any questions about how to handle this situation, please email me.

Auto-Archived Status

If you do not log on to your account at least once a month, you will temporarily lose access to the database and the daily email updates (this automatically happens). When it does, we will email you for an update - did you already find a job? Staying at your current school? Returning home? If you are still looking, we can quickly make your account active again. If we don't hear from you, you may have to go through the FULL re-activation process again for future job searches.

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!

Kind regards,
Gary

◆ Connect with me on [LinkedIn](#), follow me on [Instagram](#), join our [Facebook Group](#), visit our [Search Website](#). Previous months' Email Updates and job search tips can be found on the [Email Updates](#) page.

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.