

April 3, 2025

Dear Candidates,

Happy April! Spring is finally here in Ontario, the snow has melted and there's lots of new green buds in our garden. April also means that most of you will be heading into the last quarter of this school year. Time flies!

Your account is in ACTIVE status, which means you are still ACTIVELY seeking a position for Aug 2025. If you are NOT seeking a job for Aug 2025 – you have already accepted a new position, or you're staying at your current school next year - please skip to the section below.

There are still over 1,800 Search jobs available world-wide (1,350 of them outside China) and more positions are being added daily! So there are still a lot of great opportunities out there. 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 beyond your first choice, wherever that might be. Stay positive, persevere and keep applying.

At this stage of the recruiting cycle, schools are being more pro-active with contacting candidates. They are also asking Search for customized help, so you may receive an email from our Schools Coordinator, Mei-Lyn Freeman, if your teaching preferences match a vacancy. If you are interested in the school, you only need to reply to Mei-Lyn's email (cc me), and she will put your name on the preferred list of candidates.

If you have interviews coming up, make sure you check out [Interview Tips](#) which includes many sample questions. Please refer to the [March Email Update](#), "Accept all interview Requests" and "Multiple Offers". 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, because "Your Word is Your Bond". And please keep me posted on your progress, and feel free to cc me on any emails with schools - sometimes it helps if recruiters know that Search is part of the conversation.

You should also start thinking about a Plan B, in case you don't find anything suitable in the coming months. That could include returning home to spend time with family, or to work on additional professional development or embark on a higher degree. Perhaps start reaching out to local school boards or private schools to explore opportunities back in your home country. Just keep this in the back of your mind and keep all your options open.

IF YOU ARE NOT SEEKING A JOB FOR AUG 2025 - PLEASE EMAIL ME:

If you have accepted an offer, through Search or any other means. (*Why? Because we like to keep track of data and trends in the recruiting market.*)

- As per your Search Agreements, you should notify me **within 7 days** of accepting any offer. Don't forget to tell me the name/location of your new school! You do NOT have to wait until you have received your official contract to de-activate your account. As long as you have accepted an offer verbally, or by email, or if you have signed a letter of intent, we consider this professionally binding.
- Please [De-activate your Account](#) to ensure your Search account remains intact and in good standing. This also safely saves all your information and references for future job searches. Under Your Availability, click "Change to No Longer Available" and complete the short survey. This really helps us with keeping track of our data. You will also have the opportunity to provide some feedback. Thanks.

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 are no longer looking for Aug 2025, but wish to recruit again for Aug 2026, please [de-activate your account](#) for now, so schools (and our schools coordinator) do not contact you about positions for Aug 2025. Schools constantly ask Search to ensure only ACTIVE candidates seeking jobs for Aug 2025, are visible on our database at this time, to give them the chance to fill their last-minute vacancies. Then send me an email in June to re-activate your account for Aug 2026.

IF YOU ARE LEAVING YOUR CURRENT SCHOOL IN JUNE, whatever your reason, make sure you get a police background check BEFORE you leave. Your school's HR should be able to help you. These are difficult and expensive to obtain once you leave the country, and you will need this whenever you recruit again. You can also request confidential references before you leave your school. These are easier to get while you are still employed. Likewise, 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 while you are still colleagues and their memories are fresh.

Auto-Archived Accounts

Just a reminder: 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 schools can't view your profile 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 2025, 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.*

Happy Spring!
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.