

December 2025 Update – Happy Holidays!

Dec 7, 2025

Dear Active Candidates,

We hope you are well and looking forward to the upcoming holidays.

The international recruiting season continues to be robust - there are now over 3,400 jobs posted with Search with more positions added daily. Many international schools' Intent to Return process takes place in December, meaning vacancies will soon be confirmed and you should see a lot of new jobs posted in the coming weeks.

This also means that you may have already committed to stay at your current school - if so, please email us to let us know so we can update your account. Recruiters request that only candidates who are *actively* seeking jobs for Aug 2026 be visible on the Search database.

If you have recently accepted a job, through Search or any other means (GRC, ISS, TES/Schrole, direct applications etc), please let me know so I can update your account. Don't forget to tell me what school/country you will be heading to next year!

We're still in the first half of the recruiting cycle and up to this point, schools have been very selective and only interviewing candidates that best meet their specific requirements (we call this the "cherry picking" stage). This could include: number of years teaching overseas or number of years in their relevant teaching subject, IB, AP or IGCSE experience, gender, age balance, DEI, teaching couples etc. It all changes in January as more jobs are posted and schools begin to widen their scope to include all qualified candidates. According to Search data, only 15% of our teachers are hired by end December. Peak hiring season in January to March, with the mid-point being mid-March. That means, 50% of the hiring is done after March! Also, the 300 schools registered for the 6 Search job fairs in January and February will wait until the fairs to interview face-to-face and offer jobs in person.

Search Fairs. There are still seats available at the January and February job fairs. If you can get to one of the fairs, we strongly recommend it. Especially if you feel your online applications are not getting any traction. Most people present better in person and many recruiters prefer to meet and interview with candidates face-to-face. Check our [Fair Webpage](#) for the fair schedule. 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 requested 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.

Here are the upcoming fair deadlines:

Melbourne: Dec 21, 2025

Bangkok: Dec 26, 2025

Hong Kong: Dec 31, 2025

London: Jan 2, 2026

Cambridge: Jan 11, 2026

Toronto: Feb 1, 2026

The Toronto Job Fair, Feb 7-8, 2026

If you are located in Canada, you should definitely attend the [Toronto Job Fair](#). This 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 all regions of the world, giving you the best opportunity to secure multiple interviews over the weekend.

Top schools are coming from Bermuda, Brazil, Bulgaria, China, Colombia, Ethiopia, Germany, India, Italy, Japan, Korea, Kuwait, Madagascar, Mexico, Mongolia, Myanmar, Philippines, Qatar, Saudi Arabia, Singapore, Thailand, Turkiye, Venezuela, Vietnam, Zambia. The full list of registered schools is available on the [Toronto Job Fair](#) webpage.

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. Yes, we know it is stressful and time-consuming, but you have to continue to be proactive with your job search and persevere for the months (yes months!) to come.

If you are contacting schools this month, please keep in mind that they may not respond to you right away (or at all) given that December is extremely busy, with report cards, school and community holiday events, and the upcoming winter vacation.

If you haven't heard back from a school after 1 week after the application deadline, it is absolutely appropriate to send a follow up email to ask the status of your application. Refer to the [October Update](#) and the [November Update](#) for details. If you applied via the Search system (Blue Contact School button) you may want to send your follow-up email from your personal email account, to cover all your bases.

TIP: Keep track of your applications. For APLi, go to My Job Search, APLi Application. For all others, go to the mail icon on your dashboard, select View All Messages, click the Sent tab, and all your applications sent via Search are there. Some candidates use a spreadsheet to keep track of their applications.

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" that schools have to consider (position for a teaching spouse, gender balance, diversity, number of dependents, years of international teaching experience, visa restrictions, nationality quotas, etc) that we cannot possibly be aware of. So please try not to take the rejection too personally, it is not a reflection of your qualifications or abilities as an individual. I know it's hard, but you have to be patient, persevere and stay positive.

Sample Interview Questions

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. Second or third interviews are also the time to mention any personal situations that could affect hiring decisions that may impact your ability to honour your agreement to move to a new school. Let the interviewer know these things in advance - they will appreciate your honesty and discussing this up-front will avoid any awkward situations in the future.

Accepting Offers

This is always an exciting time! Remember, Search Associates considers a verbal agreement as professionally binding, even if the official contract is not signed until later. Reneging on that verbal

agreement is the same as breaking a contract. Do not verbally accept a position if you are unsure whether 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. Always ask to speak to a current teacher, which can buy you some extra time. If you have any questions about this, **please ask me for advice**. If you are juggling interviews or have multiple offers and you need help, email me. As per your Agreements with Search, if you do accept a verbal or written offer of employment (through Search or other means), *please notify me within seven days*. For more information, read [Considering and Accepting Offers](#).

Auto-Archive

Do not just scan the Daily Email Updates! You need to log onto your account once every 30 days or our system will automatically Archive you and you will lose access to your account and schools will not be able to see your profile. This also tells us that you are not being very proactive with your job search! I have to reset your account manually, and this will prompt me to ask about your job search status.

Resources

Each month, I send an Email Update, with industry trends and job search tips. A copy of all monthly email updates can be found on this page: <https://ca.searchassociates.com/email-updates/>
Also on this page, are links to all recorded seminars presented by different Senior Associates around the world. They cover a wide range of topics from How to Write a Cover Letter, Optimizing your Job Search, Insider Job Search Strategies, Demystifying Job Fairs, and many more topics. Please take advantage of these resources!

Good luck with your job search. If you have any questions, please send me an email. We are here to support you, as much or as little as you like!

Wherever you are in the world, Barbara and I send our very best wishes for the holiday season.

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 2026, please send me an email so we can deactivate your account until you are ready to look again.