

## January 2026 Update

January 3, 2026

Dear Candidate,

Happy New Year! We hope you enjoyed your holidays and are ready to renew your recruiting efforts for August 2026.

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, even if it is not through Search (why? We'd like to congratulate you, and we like to keep track of industry data). You can also de-activate your own account from your dashboard (in Availability box, click "Change to no longer available"). You will also have the opportunity to provide some feedback. Thanks for your cooperation!
- 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

The Bangkok Fair is already closed due to high demand. There are 4 other Fairs this month: Melbourne, London, Hong Kong and Cambridge USA. Recruiters get excited to attend the job fairs and interview with candidates face-to-face. If you have applications out and are not attending a fair, this could mean that schools may wait until after they attend the fairs, before making their final hiring decisions.

**TORONTO FAIR Feb 7-8, 2026.** If you are located in Canada, you should definitely attend this fair! There will be 70 recruiters from 50 top schools from 30 different countries, and 300 positions available. You will have quality time to connect face-to-face with recruiters, giving you the best opportunity to secure interviews and potential job offers.

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

## Online Seminars for the Toronto Fair

We are hosting 2 online seminars to help you prepare the Toronto Search Fair. No need to register in advance, but PLEASE PLAN TO ATTEND. The better prepared you are, the more competitive you will be at the fair!

## PREPARING FOR THE TORONTO SEARCH JOB FAIR

What to Expect at the Fair? What you should be doing now.

Saturday, January 17th at 1pm Toronto time (10am Pacific time).

<https://us06web.zoom.us/j/86750775931?pwd=gOb3kK3OY9ijLzABboel1fdaQYnKQB.1>

## TORONTO SEARCH JOB FAIR – CANDIDATE ORIENTATION

How to navigate the Fair Portal. How to plan your strategy at the Fair.

Saturday, January 31<sup>st</sup> at 1pm Toronto Time (10am Pacific time).

<https://us06web.zoom.us/j/88627054920?pwd=SSY1D674Uo4sXzsHIPHdjK6Lh5b2ea.1>

Please join us and bring your questions! The sessions will be recorded if you cannot attend.

### **Keep applying! Be Proactive! Persevere!**

There are over 3,400 positions posted with Search! More positions will be added daily and will peak around mid-February. Although we are halfway through the recruiting cycle, only 25% of our annual placements were secured before Jan 1<sup>st</sup>. Our midpoint for placements is around mid-February, which means there will be a flurry of positions filled in the next 6 weeks.

Using the database proactively 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 on 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. If you are close to getting an offer, or if you are considering an offer, 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.

### **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 lose access to the database and schools will not be able to view your profile; any recent applications made will be put on hold. This also tells us that you are not being very proactive with your job search! We can quickly reset your account (we have to do this manually), but we will ask about job search status.

**Reminder about 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 Senior Associates around the world. We covered 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!

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, before, during or after a fair, 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 2026, please send me an email so we can deactivate your account until you are ready to look again.*