



Teaching Nomad

How to hire great staff

Planning out your hiring

The importance of careful hiring:

- Great teachers inspire students to do their best work
- Great teachers impress students' parents
- Great teachers inspire the people around them to work harder
- Great teachers want to work with other great teachers

Rushed hiring leads to:

- Not great teachers that bring morale down
- Not great teachers the upset students' parents
- Not great teachers that don't complete their contracts
- Not great teachers that make others not want to work at your school

So, how do you find great teachers to work in your school?

Advantages of hiring early:

1. Larger, more qualified candidate pool
2. Candidates more committed to their contracts
3. Less risk of starting school short staffed
4. Time to process visas and employment paperwork



1. Larger, more qualified candidate pool

Hire teachers in November - April

Classroom teachers often begin their job search in October or November for fall of the following year, and the candidate pool often reaches its peak by March of the hiring year. This means that your most effective time frame for hiring is November through April. By the time April comes around, your candidate pool is shrinking and many of the best teachers have already been hired by a school that was more prepared. This begins a cycle of either being ahead of your hiring needs or being behind them. This cycle can affect every aspect of your school because your staff is your direct connection to the students, and regardless of what else you do, the staff will determine your school's reputation. This includes your reputation as an employer, as well as your reputation as a school.

2. Candidates more committed to their contracts

Candidates in a huge rush are less committed

In the recruiting business, our least favorite candidate is the person that calls us urgently looking for an open position. You might think this is strange considering we are in the business of placing teachers, but the reality is that the teacher who is hired in a rush, will be the first one to not finish their contract. Often times, these rush candidates are short on money & references, with little to no preference for what they want to teach. They just want the highest paying job we can find them. Does this sound like the candidate you want to hire? Probably not. Hiring earlier will help your school avoid this kind of issue.

3. Less risk of starting school short staffed

Don't miss out on great candidates

We discussed that the candidate pool peaks around March, meaning that every week after that, you have fewer candidates to choose from. By the time you get to August, there are very few left and schools are in a free for all trying to hire up all remaining staff. Finally, September arrives and school starts, but hundreds of positions have still gone unfilled. Many of these schools have already taken enrollment fees from students that are expecting foreign teachers, and if the school doesn't deliver, they will not be happy. However, the schools that hired early brought in all their staff three weeks before school started to help them get settled into their new life abroad and prepare both mentally and physically for the new school year. They conduct training and make sure all the staff is on the same page for the school year.

4. Time to process visas and employment paperwork

Visa delays shouldn't cost you a teacher

Visa processing times vary from country to country, so be sure to leave time for this process when you begin hiring. Many teachers will need help throughout the visa process, and we offer document apostille/legalization services in order to help get our teachers a proper working visa.



How to get the most out of your hiring

1. Plan ahead!

By November, start asking teachers to see who already knows if they plan to renew their contract for the following year. Set a deadline in March for all renewals. This will still give you time to adjust if a couple change their minds at the last minute.

2. In-house or outsource?

Decide if you're going to do all your recruitment in-house or if you're going to outsource some or all of it to a recruitment company. Doing all of your recruiting in-house can be costly and unless you have professional education recruiters on staff, it is often not as effective as it could be. However, it does allow for easy communication between your HR staff. Outsourcing all or part of your recruitment needs can often save time and money, and utilizing the services of a professional can help you to yield better hiring results.

3. Create a process.

Have a recruitment flow set in place between all the decision makers in your school. Every new candidate should go through the same process, and it should be done in a timely manner. Individuals should be required to complete their part of the process within a pre-determined amount of time.

If you'd like to speak to us about your hiring needs, please contact us [here](#).