

10 TIPS FOR RECRUITING OVER 50

Are you ready for your next adventure?
Use these tips to begin!



1. Demonstrate Your Commitment to Lifelong Learning

Highlight recent trainings/certifications and your willingness to learn from your colleagues of all ages. Are you learning the local language? Let the school know!

2. Check Retirement Age

Use our crowd-sourced information to begin identifying countries/schools that hire teachers over 50, 55, and 60.

3. Update Your Approach to Recruiting

Use TIE's Evidence-Based Portfolio to set yourself apart by providing examples of how you have enriched the educational experience for students through innovative teaching practices or extracurricular activities.

4. Highlight International Experience

Emphasize your background in international schools, familiarity with diverse student populations, understanding of international curricula (such as IB, British, American systems), and ability to adapt to and embrace different cultures.

5. Underscore Your Cultural Competence

Discuss and provide evidence for how you have fostered cross-cultural understanding and adapted teaching methods to meet diverse student needs.

6. Seek High-Quality Healthcare

Use crowd-sourced information to begin identifying countries with quality healthcare systems and schools that offer comprehensive health insurance.

7. Calibrate Your Expectations

Understand that salary and benefit structures can vary widely. Be open to opportunities in schools and countries you might not have previously considered.

8. Network and Connect

Seek insights from and leverage connections with any former colleagues who have worked or currently work in schools you are interested in.

9. Showcase Leadership Roles

Share how formal or informal leadership positions (department head, curriculum coordinator, mentorship roles) have allowed you to grow as an educator and positively impacted your school community.

10. Plan Backwards

Where would you like to finish your career? Seek out opportunities in those locations 3-6 years before you're planning to retire.

The International Educator (TIE) is a non-profit organization committed to matching highly qualified educators with international schools around the world. For more than 30 years, TIE has been the most comprehensive service for securing a job in an international school. TIE is dedicated to advancing the highest professional teaching standards and promoting diversity, equity, and inclusion in the international school community.

tieonline.com

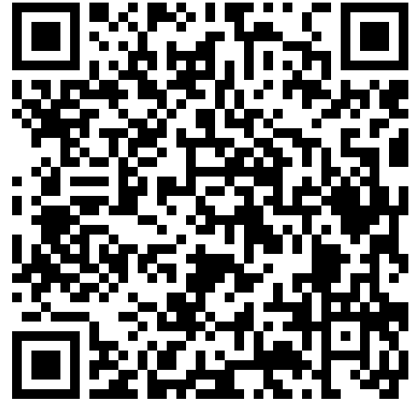
CONTRIBUTE TO TIE'S DATASET

The data is made better by educators like you.
Please consider adding information about your
school to help other educators around the world!



forms.gle/ZxDjcN9kenrroJQCA

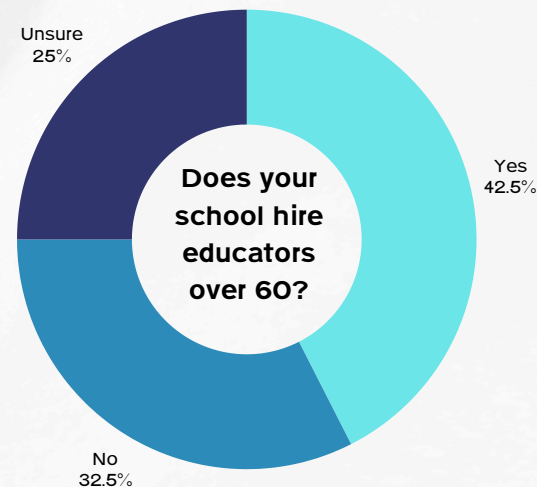
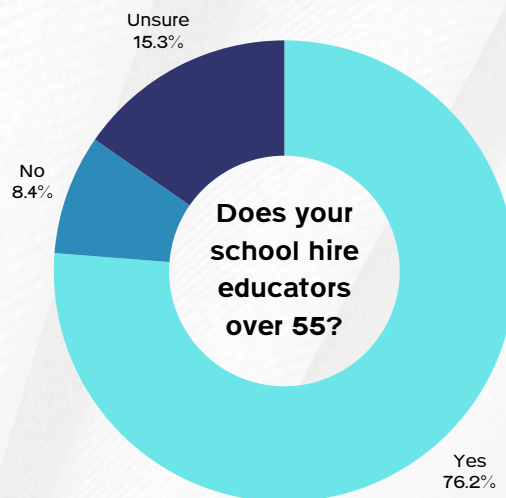
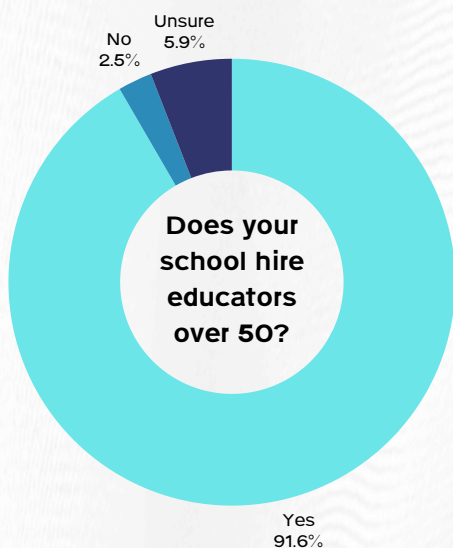
Are you a teacher in an
international school? Use this QR
code or link to share data from
your school(s)!



forms.gle/ufU2TTXxG8fAAdui7

Are you an administrator in an
international school? Use this QR
code or link to share data from
your school(s)!

Preview the Survey Responses



OVERWHELMED? START HERE!

International schools in these countries are reported* to offer high-quality healthcare and typically hire educators over 60.



Brazil



Cambodia



Estonia



India



Japan



Kuwait



North Macedonia



Norway



Poland



Singapore



Spain



South Korea



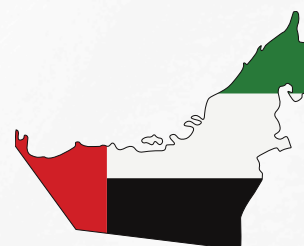
Sweden



Taiwan



Thailand



UAE



Vietnam

*We cannot guarantee the accuracy of the survey responses.

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~~NOT CONCERNED~~ ~~ABOUT~~ ~~HEALTHCARE?~~

These countries are reported* to hire educators over 55 and have a comparatively higher number of schools.



India



Japan



Egypt



Malaysia



Spain



Thailand



UAE



Vietnam

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OVER 60? SKIP THESE COUNTRIES

Schools in these countries are reported* to not hire educators over 60 for their first contract.

- Bolivia
- Brunei
- China
- India
- Indonesia
- Kenya
- Malaysia
- Morocco
- Mozambique
- Nigeria
- Pakistan
- Qatar
- Saudi Arabia
- Senegal
- Tanzania
- Zambia



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COUNTRY GUIDE FOR RECRUITING OVER 50

Are you ready for your next adventure?
Use this crowd-sourced data* to start your search.



Country	Heathcare	50+	55+	60+
Albania	Medium	Y	Y	Y
Angola	Low	Y	?	?
Austria	High	Y	?	?
Bangladesh	Low-Medium	Y	Y	Y
Belgium	High	Y	Y	Y
Bolivia	Low	Y	N	N
Brazil	Medium-High	Y	Y	Y
Brunei	Medium	Y	N	N
Burundi	Low	Y	Y	Y
Cambodia	Medium-High	Y	Y	Y
Canada	High	Y	Y	Y
Chile	High	Y	Y	Y
China	Medium-High	Y	?	N
Colombia	High	Y	Y	Y
Côte d'Ivoire	Low	Y	Y	?
Democratic Republic of Congo	Medium	Y	Y	Y
Dominican Republic	High	Y	Y	Y
Denmark	Low	Y	Y	?
Egypt	Low-Medium	Y	Y	?
Estonia	High	Y	Y	Y
Ethiopia	Low-Medium	Y	Y	?
Georgia	Low	Y	Y	?
Ghana	Medium	Y	Y	Y
Guyana	Low	Y	Y	?
Honduras	Medium	Y	Y	Y
Hong Kong	Medium-High	Y	?	?
India	Medium-High	Y	Y	?
Indonesia	Low-High	Y	?	?
Ivory Coast	Medium	Y	Y	Y
Japan	High	Y	Y	?
Jordan	High	Y	Y	Y
Kenya	Medium-High	Y	?	?

Country	Heathcare	50+	55+	60+
Kuwait	High	Y	Y	Y
Latvia	High	Y	Y	Y
Malaysia	Medium-High	Y	Y	N
Mali	Low	Y	?	?
Mexico	Medium	Y	Y	Y
Mongolia	Medium-High	Y	Y	Y
Morocco	High	Y	?	N
Mozambique	Medium	Y	Y	N
Myanmar	Low-Medium	Y	Y	Y
Netherlands	Medium	Y	Y	Y
Nigeria	Low-High	Y	?	?
North Macedonia	Low-High	Y	?	?
Norway	High	Y	Y	Y
Oman	Medium	Y	Y	?
Pakistan	Medium	Y	Y	?
Papua New Guinea	Medium	Y	Y	Y
Philippines	Medium-High	?	?	?
Poland	High	Y	Y	Y
Qatar	High	?	?	N
Romania	Low	Y	Y	Y
Saudi Arabia	Medium-High	Y	Y	?
Senegal	Low	Y	Y	N
Singapore	Low-High	Y	Y	Y
South Korea	Medium-High	Y	Y	?
Spain	High	Y	Y	Y
Sweden	High	Y	Y	Y
Switzerland	High	?	?	?
Taiwan	Medium-High	Y	Y	Y
Tanzania	Medium	Y	Y	N
Thailand	Medium-High	Y	Y	?
Turkiye	Medium-High	Y	Y	Y
United Arab Emirates	High	Y	Y	?
United States	Medium	?	?	?
Venezuela	Medium	Y	Y	Y
Vietnam	Low-High	Y	Y	?
Zambia	Medium	Y	Y	N
Zimbabwe	Medium	Y	Y	?

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SUPPORT FROM ADMINISTRATORS

We asked admin who took our survey to share their recruiting suggestions & tips for educators over 50. Here's what they said!



“

All the things that I would say for someone under 50, except prove to be ever better at connecting with kids and incorporating technology into your teaching - two things that people like me (age 54) have work especially hard at.

Check retirement requirements of countries you are interested in before searching.

Experience is your strength, highlight it.

When a school is looking at a candidate over 50 for a teaching position, we are seeing them as highly experienced but there are always questions over how open minded and adaptable they are to new countries, cultures and educational programmes. It is important that these candidates stress these two aspects in their applications and present themselves as having energy and ongoing commitment to education.

Passion and commitment to students is a key factor that we look for in all educators.

Be honest about your age and any health issues you may be facing.

Take advantage of your experience: younger staff may be seen by international schools as "active" but the experience that you have over the years, when you share it with school, could make a school succeed and definitely support school development.

Be strategic (do your research, consult, apply widely, etc.), but don't feel like getting a position is impossible.

Keep up with EdTech.

If you want to continue working beyond your 60s look for a post in Latin America in your mid to late 50s. Long-term planning for you means putting yourself in the right location that will allow this plan to come to fruition.

”

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ADDITIONAL RESOURCES FOR RECRUITING OVER 50



Explore all of the survey responses collected* in spreadsheet form:

TEACHERS



bit.ly/4hIONSS

ADMINISTRATORS



bit.ly/3ULsv6V

Resources from other organizations:

- [Age Limits in International Schools](#) (Search Associates, 2023)
- [Teaching Abroad as an Older Teacher: Am I Too Old?](#) (Premier TEFL)
- [Am I too old to teach abroad?](#) (Teacher Horizons, 2015)

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LISTEN TO INTERNATIONAL TEACHER PODCAST

We connected with Jacqueline, Kent, and Greg to discuss recruiting for educators over 50!



Listen [here](#) or wherever you get your podcasts!

ITP - 110 focuses on the unique challenges and opportunities for teachers over 50 seeking international teaching positions. Hosted by Greg, JP Mint, and Kent, with guests Stacy Stephens and Lissa Layman from TIE Online, the discussion introduces TIE's new Over 50 Guide. This resource aims to support older educators by addressing age-related hiring limitations, navigating country-specific regulations, and highlighting the importance of lifelong learning and adaptability. The guide is a collaborative, evolving effort based on crowdsourced data from educators and administrators, offering practical tips such as demonstrating ongoing professional development and planning career trajectories with age restrictions in mind.

A key takeaway is the need for over-50 educators to recalibrate their job expectations, expand their search to less conventional regions, and leverage networking for new opportunities. The podcast highlights that 62% of international schools registered with TIE report hiring teachers over 50 or 60, dispelling the notion that international teaching is limited to younger educators. Future plans include expanding guides to address other demographics and regions, with a focus on underserved groups. The episode underscores TIE Online's commitment to fostering an inclusive international education community by providing real-time data, professional growth tools, and actionable resources for educators at all stages of their careers.

Sound Bites

- "Plan backwards for your career."
- "Recalibrate your expectations for salary."
- "Seek high quality health care as you age."
- "Crowdsourcing information is key for teachers."
- "Lean into your experience and value."
- "My peer group is retiring."
- "It's difficult to maintain a social life."
- "Where are the countries that hire over 60?"
- "62% of schools have no age limits."
- "How do we serve the underserved?"