

# Build relationships

Sometimes you interview a great candidate, but don't have a role for them right now. Add them to your Talent Pool so you don't forget them. Then, when the right role comes up, you can invite them to apply at the touch of a button.

It's not all about technology. Our recruiting fairs provide an outstanding in-person networking opportunity. The fairs feature virtual connection points throughout the day and amazing ways for school staff and educators to meet face-to-face through casual networking events as well as formal opportunities.

As an attending school, you will also have the option to have a special app listing and to give a 30-minute presentation to interested candidates. During the event, you can conduct interviews, sign contracts, and fill those vacancies.

For those who are unable to travel or who simply have added job openings throughout the year, we also offer the much-valued iFairs® several times per season. Join the November 23, 2019 and March 14, 2020 iFairs® for a virtual event that features video chats and lots more opportunities to promote your school and speak directly with candidates, all from your own school campus.



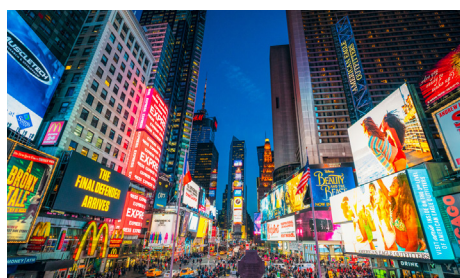
## Atlanta

GRAND HYATT  
8-10 December 2019



## Bangkok

SHANGRI-LA HOTEL  
4-7 January 2020



## New York

MARRIOTT MARQUIS  
6-9 February 2020

# We'd love you to join us

From the moment you join us, we are here to help with everything from advice on strategy, through to advertising and of course candidate management.

We provide comprehensive onboarding assistance and training via video call for each and every user that needs it. And once you are up and running, we stand ready to answer your questions and resolve any technical issues on a near round the clock basis with global coverage through support teams in the US and Australia.

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# Make Connections



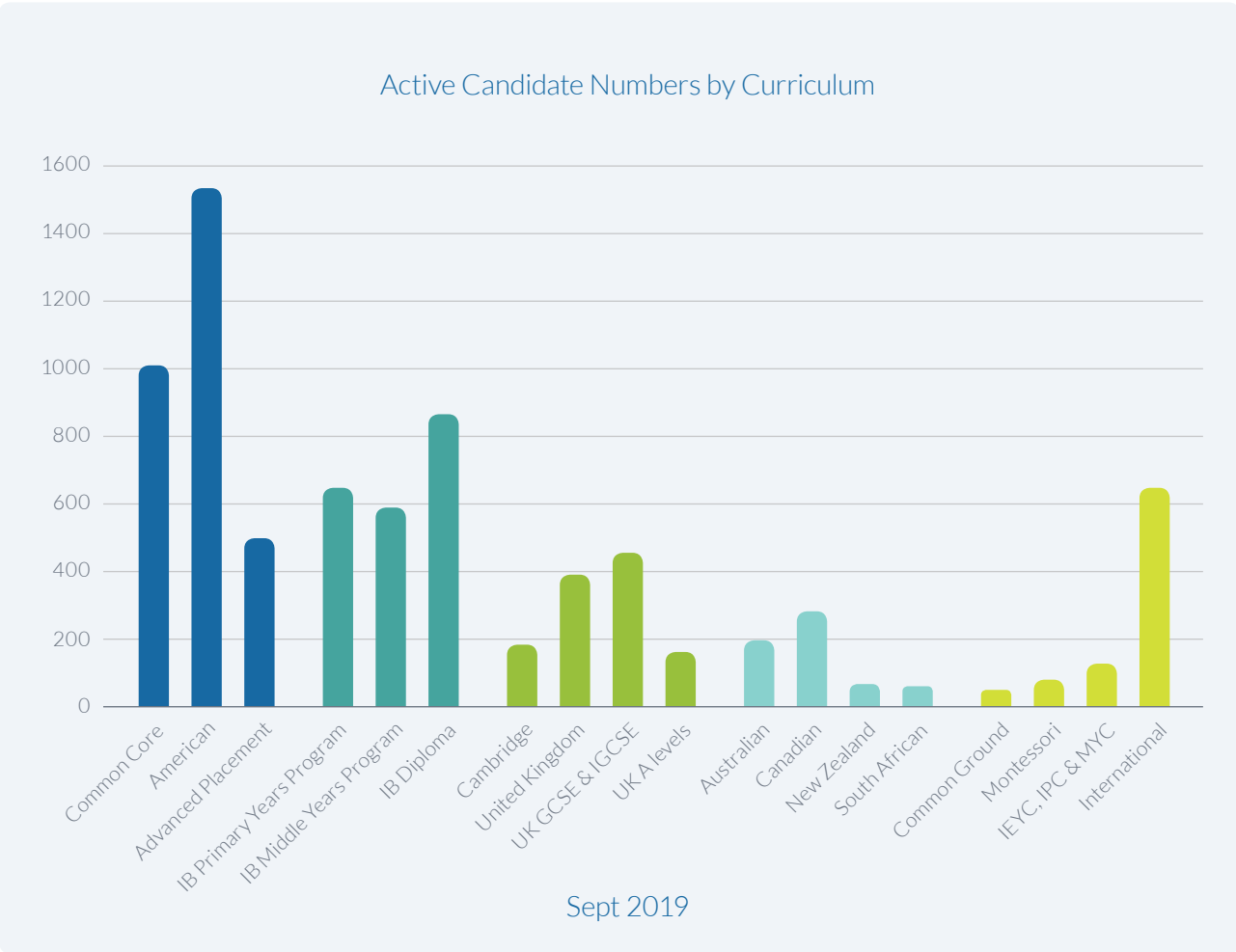


# Make quality connections

Our truly global coverage and intelligent candidate acquisition strategies ensure you'll maximise your opportunity to connect with highly qualified, western pedagogically trained educators via ISS-Schrole Advantage.

We're passionate about seeing our international schools and educators succeed, so our application pathways are open to all applicants, whether they apply directly via your school website; via third party job portals and advertising boards; or register directly with ISS-Schrole Advantage. However, our stringent candidate vetting means all applicants will have the highest possible standards of review applied to them before they become visible to schools. That's why 99% of our candidates are trained to a Bachelor degree standard or above. What's more, 69% of candidates hold Master level qualifications.

Having a truly global point of view means accepting candidates without curricular bias. That's why we have candidates with experience in everything from Common Core, through to Montessori, and most things in between. We're happy to share our candidate statistics, so drop us a line if you'd like to know more.

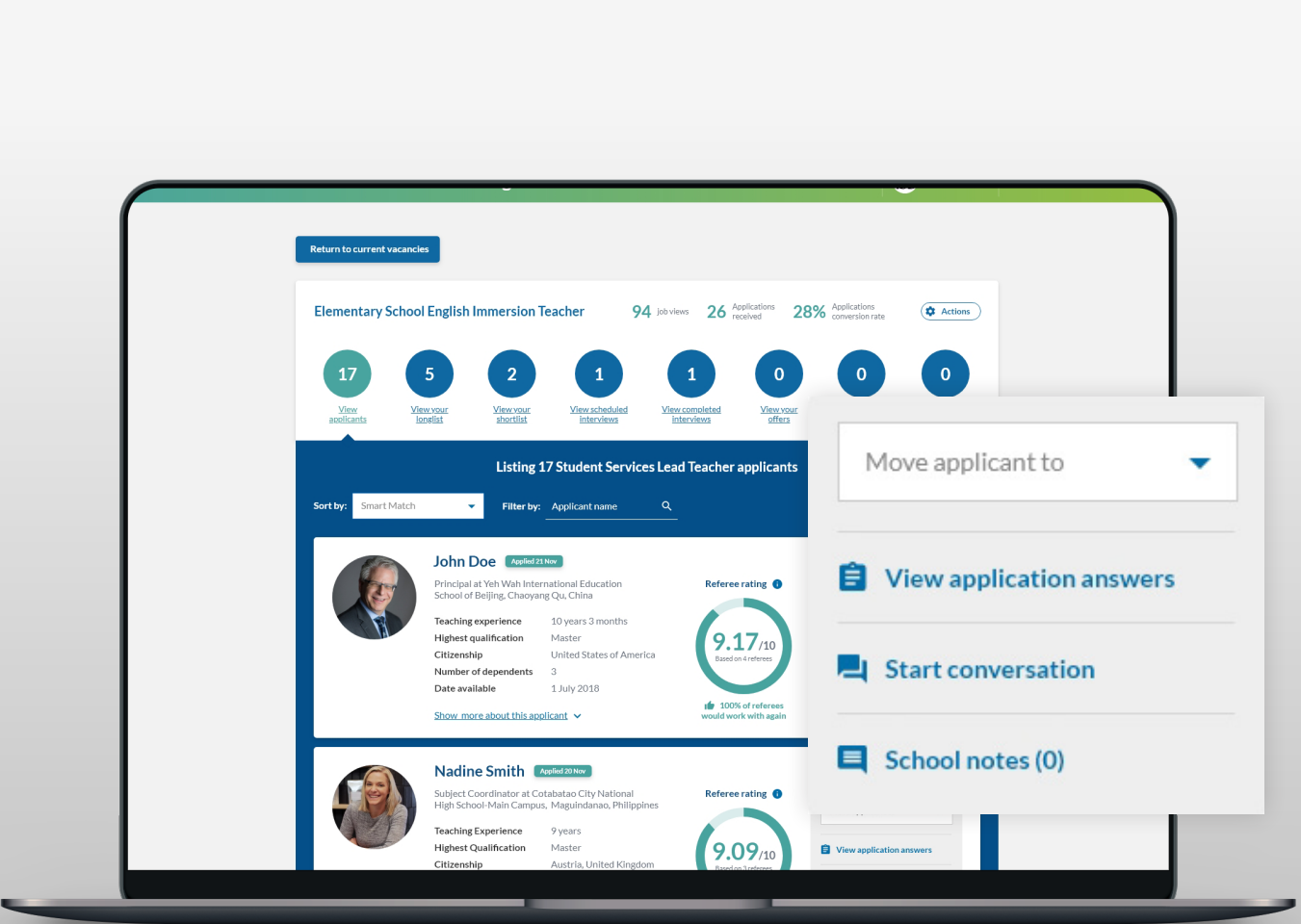


# Start conversations

Create your school profile, post your jobs and start recruiting. It's that easy with ISS-Schrole Advantage. We notify candidates of job opportunities that match their career profile and job alert settings.

You can even approach candidates directly by searching our database yourself. Our finely tuned search algorithms make finding the right candidate easier than ever. SmartMatch uses your vacancy criteria to rank potential candidates using their experience and referee ratings to position the best candidates at the top of the search results. Alternatively, you can use the Custom Search function to stay in complete control of the search criteria.

Once you find a candidate you like, our technology provides you with simple ways to start conversations with potential employees. You can invite them to apply to your vacancy at the touch of a button or start a conversation with them directly through our unique chat functionality.



# Open minds

We understand that some schools struggle to attract candidates based on a job advertisement alone. We support these schools with proactive promotion of hard to fill vacancies. Job vacancies with low application rates are automatically identified by our system and prioritised for promotion to our broader database of candidates.

Candidates are often hesitant to move to countries which they know very little about. We are working to bridge this gap by opening their minds to other opportunities across the globe. Custom web content provides a bit more insight into regions, countries and schools where they can expand their career.

If your school is still struggling to find the right candidate then talk to us about a custom campaign for your school or group. We're always here to help.

