



Use Your  
Degree  
TO CHANGE  
Eternity



Network of International  
Christian Schools

OASIS  
INTERNATIONAL SCHOOLS

**One thing NICS teachers understand, is that they are using their influence in kids lives to change eternity. Our teachers use their degrees to offer kids world-class education, but their daily investment opens the door for Gospel-centered relationships.**

## **Our Hiring Process:**

- 1) **Create A NICS Profile** - Create a profile [here](#) and complete Part 1 of our application
- 2) **Complete Part 2** of our application after initial screening and we gather references
- 3) **Schedule a Skype Call** with headquarters, then you are presented to directors around the network
- 4) **Schedule Interviews** with school administration and director(s)
- 5) **Once All Previous Steps Are Complete**, you're officially offered a job to become a NICS teacher



*it is a grand opportunity to expand their horizon by immersing themselves into their profession, to see and experience other countries, and learn other cultures, while strengthening their Christian faith and walk with the Lord through service.* - Ava, NICS School Principal

## **Benefits of Serving with NICS**

- Working in a Christ-centered environment with like-minded colleagues
- Opportunity to impact the world for Christ
- Cultural experience in varied international locations
- World-class comprehensive health insurance program
- Student-centered not test-centered education
- Network curriculum mapping and teacher collaboration
- Member Care services
- Network-wide mentoring program
- Ten-day training for working with Third Culture Kids, Transitioning, and Culture

## Benefits of Serving with NICS

- On-site orientation and transition assistance provided
- Visa assistance
- Assistance procuring housing
- Lifelong longevity benefits for employees serving 20+ years
- Financial support processing services
- Right Now Media subscription for all employees
- Viable In-network transfer program
- Tuition waiver for dependents
- Network-wide and on-site professional development
- Emergency preparedness and evacuation assistance
- The NICS University Partnerships Program that promotes scholarships and other programs offered by universities and colleges specifically designed to benefit NICS employees and/or their dependents, and NICS graduates.

## Is NICS Right For You?



NICS is a unique organization. NICS faculty and staff are more than ordinary professionals. They are professional, passionate, and prepared. Are you NICS? Read below for qualifications for serving with NICS.

- The ideal candidate has a growing relationship with Jesus Christ.
- The ideal candidate has a Christ-centered, Biblical worldview and lifestyle.
- The ideal candidate regularly attends an evangelical church.
- The ideal candidate agrees with the NICS statement of faith.
- The ideal candidate holds, at least, a bachelor's degree in education or a related field.
- The ideal candidate has state or ACSI teaching certification (if applying to teach).
- The ideal candidate is a native-English speaker or scored higher than 100 on the TOEFL iBT exam.
- The ideal candidate is committed to providing a Christ-centered, academically excellent education for students from over 100 nations.
- The ideal candidate is ready to live overseas for at least two years.
- The ideal candidate is flexible and willing to learn.
- The ideal candidate is ready to walk by faith.
- The ideal candidate wants to share Christ with the nations.

## FAQ's

### **Do I need to have teaching experience?**

Although we prefer teachers who have classroom experience beyond student teaching, it is not required in every case. While most mission organizations require a teacher to have at least two years experience NICS is generally willing to invest the time and effort to help you get that experience. In return, we get energetic teachers with a teachable spirit and a willingness to learn. Final decisions regarding staff placement are made by each school's administrator.

### **What type of curriculum is used?**

We use a variety of American-based curricula. Each of the NICS schools has an administrator and curriculum committee that determines the best curriculum and resources for their school. Just like schools in the United States, the amount of resources depends on the size of the school.

### **What will my employment status be?**

You will be an employee for the school but you will also be sent as a NICS M-staffer and will be required to meet those requirements before your contract will be issued.

### **Will I be paid a salary?**

It depends on the school and the location. NICS has three basic types of schools, Pioneer (Start up), Transitional (Becoming an International school) and International (Established). While each school has different positive aspects that make it unique, the Pioneer and Transitional may require the raising of some support and the International schools will provide a salary. The salary is one that will allow you to live comfortably in that country. By comfortable we mean able to cover all living expenses (Apartment, utilities, clothing, food

and able to go out to eat a couple of times each week and still be able to save enough money to come home for Christmas or travel during the summer break).

### **What training does NICS offer to new staff?**

NICS requires its new missionary educators to attend an intense two-week training program called IMPACT (the acronym stands for International Ministry Preparation And Cross-Cultural Training). IMPACT takes place each year in late June/early July and is hosted near the NICS Home Office near Memphis, TN.

### **Do I have to speak the language of the country?**

No. It is not necessary to know the language of your host country. In fact most of our teachers only know English when they arrive. Knowing the language of the host country will help you in communicating in the local environment but the parents of our students place their children in our schools primarily because our schools are an English speaking, American-styled school. All of our students speak English, although English may not be their native language. Those children who need help are placed in an ESL (English as a Second Language) class in addition to their regular studies.

### **How is housing handled for teachers?**

Most of our schools have apartments or houses located near the school that they rent on a continual basis. Administrators from the schools work with new staff to help them secure a place to live before they arrive. Married couples are given their own apartment, while singles normally share an apartment with another single but accommodations vary depending on the country.

### **Does NICS offer any Health Insurance?**

Yes. We believe that health insurance is a necessity, so NICS provides complete world-wide health coverage to all of its fully-appointed missionary staff and their families. In most cases the schools pay for this cost. After a deductible is

met, all staff members living outside of the United States are covered at 100%. While they are in the United States and Canada, they are covered as high as 90% if using the preferred network. NOTE: individuals that are hired/classified as “Locally Hired Personnel” at each school are not offered the NICS missionary health insurance coverage.

### **What about my college loans?**

Often the repayment of college loans may be deferred. Check with your lending institution to see if deferred payments are an option for you. Additionally, some NICS schools offer assistance with college loan repayment after an individual completes their initial contract and re-signs for another term. Generally speaking, applicants with a college loan repayment in excess of \$200 per month should consider paying their debt down before attempting to serve overseas. Of course, each situation is different, and applicants are encouraged to discuss this with the school director during the interview process. Lastly, new hires may elect to use their school-paid salary to pay off college loan debt, and may raise financial support through NICS to cover living expenses while serving overseas.

### **Will NICS place anyone without Teacher Certification?**

Because most of our schools are accredited or are in the accreditation process, they must maintain a high ratio of certified teachers who are teaching in their area of certification. However, if you have a Bachelors degree in a specialized field (Engineering, Nursing etc.) from an American university you may be able to get a temporary certificate and be placed in a school with a high certification ratio as long as you are working on classes that will lead to a more permanent certificate. This is handled on a case by case basis.

### **Will I need to raise financial support?**

Many of our positions are fully salaried. Which means that for a single person the school would pay a salary that would allow them to live comfortably in that country. By comfortable we mean able to cover all living expenses (Apartment, utilities, clothing, food and able to go out to eat a couple of times each week and still be able to save enough money to come home for Christmas or travel during the summer break). Usually families will have to raise some support depending on the size of your family and the location that you choose. Some of our schools pay only a partial salary and some pay no salary at all. This all gets a little confusing but it depends on the school and that school's location.

### **If I have to raise support, will NICS help handle the money?**

Yes. We'll handle all receipting, tracking and acknowledging of donations for you from the time of your appointment and throughout your time of service with NICS. A small administrative fee is deducted for expenses associated with this service.

### **Is my transportation included?**

NICS schools do not typically cover the expense of transportation, but through one-time financial gifts from your church, family and friends the costs of transportation may be greatly reduced or eliminated altogether.

### **Do the schools follow a calendar similar to the United States?**

Yes. Most schools will normally will start in August and finish in May or June. The length of Christmas holidays and summer breaks and other holidays will vary.

### **How long does the hiring process take?**

You will normally receive word two to three weeks after we have received your completed application packet and references, depending on the time of the year. We will do everything possible to screen your application and arrive at a decision in a timely manner.

### **I have children. Can they attend the NICS School?**

Absolutely! Your children deserve the best possible education, and we welcome them into our schools. Best of all, children of fully-appointed NICS missionary staff members will attend the school tuition free! NOTE: the school may extend this tuition benefit to children of “Locally Hired Personnel”, but it is not required by the agency.

### **What is the usual length of a teacher's contract with a NICS school?**

Most schools and most positions will require an initial two-year minimum contract. Once the initial contract is completed, many schools will sign contracts with staff on a year-by-year basis. NOTE: on occasion, a director may allow an initial one year contract if there are special circumstances involved.

### **What makes a NICS school different from a national school or an “English Language Institute” overseas?**

While there are many differences between the two types of schools, one of the main differences involves the program offered at a NICS school. While some national schools or English language institutes may have a strong focus on English-language learning or acquisition, a NICS school is an English-speaking school in totality. National schools may hire individuals without an education background who have an ESL or TESOL certificate, but NICS schools are seeking faculty members with education degrees and teacher certification (even to fill ESL positions within member schools).



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