

## **Welcome**

Welcome to the Kurashiki Native English Teacher (NET) Program homepage. To find out more about the Kurashiki NET Program, please explore the homepage for information concerning the nature of the position, employment information, eligibility requirements, and the application process.

### **EMERGENCY APPLICATIONS CURRENTLY BEING ACCEPTED**

There is a few teaching positions for Native English Teachers with the Kurashiki Municipal Board of Education. Applications for the 2025-2026, the end of August are currently being accepted. Please note that the application deadline for the 2025-2026 academic year is Friday, July 11th, 2025. All applications must be postmarked by this date.

\*If you have accessed this page through the English translation service button, you may see strange characters throughout the page. Please click on the "Original" button at the bottom of this page to see the original English document.

## **What is an NET?**

A Native English Teacher (NET) is a special English teacher in Kurashiki City elementary, and junior high school. The position is similar to Assistant Language Teacher positions available through the Japan English Teaching (JET) Program and others. NETs teach at assigned schools, but they are also role models to their students and are expected to behave in a way that brings credit to themselves, their countries, their communities, and the Kurashiki Municipal Board of Education. NETs are assigned to a base school, and may be assigned to one or more visiting schools as well.

## **Teaching-related responsibilities include:**

- Planning and teaching lessons with Japanese Teachers of English (JTEs) in junior high schools, and homeroom teachers (HRTs) in elementary schools.
- Producing activities / materials to be used in team-teaching English lessons.
- Discussing team-teaching lessons both before and after lessons.
- Keeping records of lessons taught.
- Checking student homework.
- Making and assisting with tests and student evaluations as requested.

## **Non-teaching responsibilities include:**

- Participating in school activities as a regular teacher, including:
  - \* assisting with school cleaning.
  - \* assisting with school lunch preparation and clean-up.
  - \* assisting with morning / afternoon greeting.
  - \* assisting with club activities, including English Club, sports clubs, and / or cultural clubs.
  - \* participating in Sports Day, Culture Festival, and school trips within Okayama Prefecture.
  - \* participating in school ceremonies, including the Entrance Ceremony, Opening Ceremony, Closing Ceremony, and Graduation Ceremony.
  - \* participating in staff and departmental meetings.
- Helping students prepare for the “Eiken” English Proficiency Test and English speech contest(s).
- Participating in in-service training and assisting Japanese teachers in achieving a higher level of proficiency in English.
- Attending and participating in monthly Board of Education meetings.
- Attending and participating in workshops, conferences, and other work-related events.
- Assisting with the planning and implementation of English Camp, a language camp held during summer (the middle of August) for Kurashiki junior high school students.

### **Eligibility**

To be eligible for employment in the Kurashiki NET Program, you must:

- Enjoy working with children and young people.
- Be a native speaker of English, with excellent verbal and written skills.
- Have a university or college degree from an accredited institution by the date of application.
- Have lived in Japan for more than 1 year by the date of application or have lived in Japan previously for more than 1 year.
- Be able to speak and understand Japanese well enough to carry out daily conversation.
- Be physically and mentally fit. Please note that, if accepted into the program, you will be required to take a physical examination at your own expense and to submit the results.
- Be able to attend both the Initial Interview and the Final Interview in person at your own expense. No telephone interviews or video conferences will be given.

### **Work Location(s)**

NETs are based at elementary and junior high schools throughout Kurashiki city.

- **Junior high school:** NETs assigned to a junior high school are required to teach at their base junior high school as well as several visiting elementary schools, senior high school and/or night school.
- **Elementary school:** NETs assigned to an elementary school are required to teach at their base elementary school as well as several visiting elementary schools, senior high school and/or night school.

### **Work Hours / Conditions**

The NET employment period follows the standard Japanese school year. The employment contract is a contract which runs from the end of August through March 31<sup>st</sup> of the following year. This is a full-time, salaried position; the workweek is Monday through Friday, 35 hours a week, based on a seven hour work day with a one hour break. Actual teaching time amounts to approximately 20 hours a week. Typical work hours begin between 8:15-8:30 a.m. and finish between 4:15-4:30 p.m. Please note that NETs may be asked to work at their base school on Saturday or Sunday for special events like Sports Day, Parent Observation Day, etc. In such cases, a day off in lieu will be given.

### **Remuneration and Benefits**

The Kurashiki NET Program offers one of the most attractive remuneration packages for native English teachers in Japan.

- Salary: 289,000 yen per month (before taxes and other deductions; under review).
- Year-end bonus (maximum 2.5 months a year)
- Diligence allowance(maximum 2.1 months a year)
- Commuting subsidy: dependant on the distance traveled and method used.
- National holidays: all national holidays are observed.
- New Year's holiday: December 29<sup>th</sup> ~ 31<sup>st</sup>, January 2<sup>nd</sup> and 3<sup>rd</sup>.
- Paid Leave: 10 days.
- *Shakai-Hoken* (including health insurance, pension, and unemployment insurance; half paid by employer).
- Visa sponsorship.
- NETs may accept remuneration from work other than that of Kurashiki City by reporting it to the Manager of Education Planning and Administration Section.
- As civil servants, NETs are bound by obligations such as the obligation of confidentiality.

## **Applications**

If you are interested in employment with the Kurashiki NET Program and meet all eligibility requirements, please download the application instructions and the application form. The application and interview process is a 3-step process, as follows:

1. **Application screening:** Candidates are screened based on the contents of their application package. Selected applicants will be invited to an Initial Interview. Application screening results will be sent out to all applicants in early to mid July.
2. **Initial Interview:** Held in Kurashiki, Japan. Successful applicants will be notified of date, time, and place of the Initial Interview.
3. **Final Interview:** Held in Kurashiki, Japan. Applicants who are successful in the Initial Interview will be notified of date and time of the Final Interview.

## From Acceptance to Appointment

- The term of appointment is from **August 25th, 2025 to March 31, 2026**. However, employment will be conditional for the first month (extended if required) from the date of appointment.  
If the same position is established after the appointment expires, the NET may be re-appointed by selection for a maximum of five fiscal years. However, there will be no re-appointment by selection beyond the fiscal year in which the employee reaches 65 years of age.
- If, after the announcement of acceptance, it is discovered that the applicant is not qualified to take the examination or that the information on the application form is not correct, the acceptance may be cancelled.

## **Frequently Asked Questions**

- May I send you my CV / resume directly?
  - No; please do not send CVs / resumes. Applicants are selected based on application packages and interviews. CVs and resumes will not be considered.
- Are the application procedures the same for international (overseas) applicants as for those in Japan?
  - Yes.
- Can my partner and I apply as a couple?
  - Couples are welcome to apply. Please note that you will be screened and selected based on your own merits, and you will be interviewed separately.
- Do I need to already have a valid visa when I apply?
  - Not as long as you are in Japan legally.
- My contract with my current employer continues until August 25th. Can I start working in Kurashiki from August 26th?
  - No. You must be available to start work on the morning of August 25th. If you would like to apply to the NET Program, please request to be released from your current contract early.
- Do you have work available from August to December? Do you offer any 5-month contracts?
  - No. All contracts are 1- year contracts.
- Are there any positions for supervision / international relations?
  - No.
- Do you have positions available for preschool / kindergarten teaching?
  - No. However, some NETs may be requested to assist with international understanding activities at preschools and kindergartens up to several times per year.
- Do you have any part-time positions available?
  - No. All positions are full-time, salaried positions.
- How much teaching experience do you require?
  - Experience in the Japanese public school system is not a requirement, but it is an advantage.
- Do you require TEFL / TESOL certification?
  - No. Certification in TEFL / TESOL / CELTA is not a requirement, but it is desirable.
- Is the salary negotiable?
  - No.
- Will I be able to continue my part-time evening / weekend work, if employed by the Kurashiki Municipal Board of Education?
  - Yes. In such cases, NETs must report it to the manager of Education Planning and Administration Section

- Will you pay for my return airfare to my home country following the completion of the contract?
  - No.
- Do I need to use a car or motorbike to get to work?
  - NETs must arrive at their schools / meetings etc. every day on time by whatever means they can. It is not always possible to assign NETs to schools within walking distance. Therefore, having a car and being able to drive may be useful. You should at least be able to ride a bicycle or use public transport.
- Does the Kurashiki Municipal Board of Education provide a car?
  - No.
- Is housing provided?
  - No.

## **Directions**

You may reach Kurashiki Municipal City Hall from JR Kurashiki Station on foot, by bus, or by taxi.

- For a photo of the Kurashiki Municipal City Hall building, a map of the route from JR Kurashiki Station, and a detailed map of the surrounding area ([click here](#)).

**Walking distance / time:** After exiting the ticket gate, go left. When you walk out of the station, follow the overhead walkway around to either the right or left and across the main road before descending the stairs to the sidewalk. Follow the main road (“Kurashiki Chuo Dori”) out from the station, with your back to the station. Kurashiki Municipal City Hall is a 10-storey brick-like building about 30 minutes down the main road on the left-hand side.

**Bus information:** After exiting the ticket gate, go left. When you exit the station, you will see the bus stand below. Get on the Ryobi bus at platform #3; get off at the “Kurashiki Shiyaku-sho” bus stop. All buses leaving from platform #3 will stop at Kurashiki Municipal City Hall. The bus ride will cost 170 yen. The bus timetable is available in both Japanese and English ([click here](#)). Please note that this information is subject to change depending on the bus company.

**Taxi information:** After exiting the ticket gate, go left and walk down the stairs on the left side. You will see the taxi stand there. When telling the taxi driver your destination, please say the words “shiyaku-sho” rather than “city hall” (If you use the words “city hall”, the taxi driver may take you to a funeral hall named “City Hall”). If you ask to be taken to the east entrance of city hall (“Shiyaku-sho no higashi-guchi”), you will be let out near the interview site entrance.