Recruitment and Hiring

Deanna Tovar
Dean, European & Latin American Language School

Defense Language Institute Foreign Language Center
Faculty Profile

- 1200 International Faculty Members
- 98% native speakers, 16% Ph.D., 40% M.A.
- Hired 900 new faculty over last 3 years
- Professional Development Opportunities:
  - MIIS, CSUMB, MPC
  - BA, MA, PhD
  - Foreign Language Education
  - Technology, English Skills
  - Technology, Teaching Techniques, Leadership

Superior Staff providing Superior Service
Recruitment

- Trips to areas where high need language speakers live and work

- Advertising
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- Applicants must apply online - Usajobs.gov
- DLIFLC.edu – questionnaire, essays (TL & EN)
- Referral lists sent to DLIFLC
What We Look for in a Candidate

1) Language proficiency: 3 TL, 2 En (Superior & Advanced)

2) Teaching Experience:
   a) Preferably in an intensive environment
   b) Experience working in semi-autonomous teams
   c) Effective use of technology
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What We Look for in a Candidate

3) Previous experience working with the military
4) Cultural Knowledge
5) Education: Foreign Language Education (FLED), Applied Linguistics, TESOL, related fields
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What We Look for in a Candidate

6) Experience in:
   a) curriculum development
   b) evaluation/measurement
   c) teacher training/development
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Our Process

- Review applications
- Schedule applicants for Oral Proficiency Interviews (OPIs)
- Job Interviews* (Panels interview applicants)
Interviews

- Interviewers are looking for a “match;” looking for applicants who will work comfortably in:
  - a military environment
  - an intensive teaching setting
  - teaching teams
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- Visas
  - F1 International Study: 1 year (OPT)-Optional Practical Training
  - H1B: 6 years total
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• Salary
  Assistant Instructor – $36,430
  Instructor - $45,042
  Senior Instructor – $47,846
  Assistant Professor - $55,000
  Associate professor – $64,088
  Professor- $79,381
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Questions?