

Recruitment Guidelines for a Foreign English Teacher at Gunma Prefectural Schools (2027 Appointment)

Gunma Prefectural Board of Education

1 Position

- (1) Position Title: Instructor
- (2) Subject: English
- (3) Employment Status: Full-time employment with no fixed term of appointment.
*The mandatory retirement age is stipulated in Article 28, paragraph 1, item (ii) of the Local Public Service Act.

2 School and Number of Positions

Gunma Prefectural Schools: A few

3 Eligibility Requirements

Applicants must satisfy **all** of the following requirements:

- (1) Applicants must have been born on or after April 2, 1967.
- (2) Applicants must not fall under any of the provisions of Article 16 of the Local Public Service Act or Article 9 of the School Education Act.
- (3) Applicants must have teaching experience of at least three years as an Assistant Language Teacher (ALT) as of March 31, 2027.
- (4) Applicants must be proficient in Japanese and capable of teaching classes independently in Japanese.

4 Application Procedure

- (1) Documents to be submitted
 - 1) Application Form for the Selection Examination for Foreign Teachers at Gunma Prefectural Schools (designated form; The form must be completed personally by the applicant in Japanese and in his or her own handwriting.)
 - 2) A copy of the diploma from the applicant's most recently completed educational institution.
 - 3) A copy of the applicant's appointment letter(s) as an Assistant Language Teacher (ALT).
 - 4) An envelope for mailing the examination admission ticket. The envelope must be a Kaku-gata No. 2 envelope (33.2 cm in height and 24.0 cm in width), bearing the applicant's postal code, address (including the name of the lodging facility, apartment, etc.), and name, with a ¥140 postage stamp affixed.
- (2) Application Period and Submission
 - 1) Application Period (strictly observed): Monday, November 16 through Monday, November 30, 2026. Office hours are 8:30–17:15. For applications submitted by mail, the postmark of Monday, November 30, 2026, is the deadline.
 - 2) Submission Location:
In person: Prefectural School Personnel Section, School Personnel Division, Gunma Prefectural Board of Education, 23rd floor, Gunma Prefectural Government Building, 1-1-1 Otemachi, Maebashi, Gunma.
By mail: Prefectural School Personnel Section, School Personnel Division, Gunma Prefectural Board of Education, 1-1-1 Otemachi, Maebashi, Gunma 371-8570, Japan.
※ Contact Details for Inquiries:
Telephone: 027-226-4597
- (3) Important Notes Regarding the Application
 - 1) Incomplete application documents will not be accepted. Submitted documents will not be returned.
 - 2) If you require special accommodations at the examination venue for physical reasons, please consult us when submitting your application.
 - 3) If you do not receive your examination admission ticket by Monday, December 14, 2026, please contact the office listed above immediately. (Telephone: 027-226-4597)

5 Selection Examination

- (1) Date: Monday, December 21, 2026.
- (2) Venue: Gunma Prefectural Government Building (1-1-1 Otemachi, Maebashi, Gunma) (tentative).
※Further details will be provided when the examination admission ticket is mailed.
- (3) Selection Process: Interview and essay examination (both will be conducted in Japanese).

6 Employment

- (1) Applicants selected for employment as a result of the above selection process are expected to be notified in late January 2027.
- (2) The starting monthly salary for a university graduate will be ¥258,900 as of April 1, 2026. Depending on the applicant's educational background and years of previous work experience, additional salary increments may be granted in accordance with the applicable criteria. (For a university graduate who becomes an Assistant Language Teacher (ALT) immediately after graduation and works as an ALT for three years, the starting monthly salary is expected to be ¥272,600.) In addition, a teacher adjustment allowance (6% of the monthly salary), special allowance for teachers, dependent allowance, housing allowance, commuting allowance, and other applicable allowances will be provided. The monthly salary may be subject to change due to future salary revisions.
- (3) Employment may be revoked if the employee engages in conduct inappropriate for a teacher, including acts that damage public confidence in the teaching profession.
- (4) Under the Act on Measures to Prevent Sexual Violence against Children by School Establishers and Operators of Private Educational and Childcare Businesses, etc. (Act No. 69 of 2024; hereinafter referred to as the “Act on the Prevention of Sexual Violence against Children”), which is scheduled to come into force by December 25, 2026, a criminal-record check will be required for individuals engaged in work involving contact with children in order to verify whether they have a prior conviction for a specified sexual offense. If an individual has a prior conviction for a specified sexual offense (i.e., is a person who falls under the category of a Person with a Specified Sexual Offense Record), measures such as prohibiting that individual from engaging in the relevant duties must be taken in accordance with the Child Sexual Violence Prevention Act. Therefore, applicants will be required to declare in the application form that they do not fall under the category of a Person with a Specified Sexual Offense Record. Please be aware in advance that an applicant may not be employed if the check reveals such a prior conviction. For the definitions of “specified sexual offense” and “person falling under the category of a person with a specified sexual offense record,” please refer to Article 2, paragraphs 7 and 8 of the Act on the Prevention of Sexual Violence against Children.