How to Write a High-Quality Application

The Teach For Pakistan Fellowship and Selection Process

Teach For Pakistan recruits inspired university graduates and young professionals for a two-year full-time paid Fellowship to teach in schools in low-income communities, and develop the leadership and motivation to work effectively towards education reform in the long-run. During these two years, our Fellows have a life-changing impact on the achievement, attitudes and aspirations of their students. This is no easy task, and we are looking for passionate, capable and committed individuals for this role. We seek candidates who have successfully demonstrated leadership through academic, co-curricular or professional careers, have the ability to persevere in the face of obstacles, are self-motivated and committed to social change in Pakistan.

The following guide can help you create a stronger application for the 2027 Fellowship, so that we have a better sense of your achievements, skills and experiences.

The Teach For Pakistan selection process is highly selective, and is based on a tried and tested model that ensures that selected candidates succeed both in the classroom and beyond. There are three stages in our selection process:

(1) Online Application
(2) Assessment Center
(3) Final Interview

All candidates must submit an online application to apply for the Teach For Pakistan Fellowship. For your application to be considered eligible, it must be completed in its entirety. Make sure that all mandatory sections are filled out. Applicants only need to provide the information we ask for on the online form. Therefore, please ensure that you provide sufficient information so that we are accurately able to gauge your experience and qualifications.

The application is broken down into two steps to make it easier for candidates to fill it over time. This document contains some suggestions that can help candidates create a high-quality application. From our past experience, it has taken candidates, on average, 6 hours to create a strong application, with the best candidates spreading it out over a few days. We strongly advise that you start your application at least a week before the deadline in case you have questions or do not have all information available at the time. Please note that candidates are only permitted to apply once per annual recruitment cycle.

Before you start your application

- You will need all your academic records and dates, your updated CV/Resume, details of extra-curricular activities you've participated in, any academic scholarships or accolades you might have received and all past employment and internship information.
- The application requires detailed information about your past experiences and also contains two essays. While you can save and resume your application multiple times, we highly recommend that you spend a significant amount of time planning your application and compiling all the relevant information for it before you start filling it out.
- All essays will be checked for plagiarism and AI. If an essay is found to be plagiarized or AI generated, the application will be rejected.

Application Guidelines

You will first have to complete and submit the registration form, which will then redirect you to the detailed application form. **Please save the application before closing the window in order to resume it later.** If you do not save the application form, you will be unable to resume it later.

References

References help us to get to know you better. Should you reach the Interview stage, we will ask you to provide contact information of 2 referees. Teach For Pakistan will reach out to them directly to get more information. Please make sure to inform your referees well in time that you have listed them so that when we reach out, they are prepared to respond.

Please list people who have known you in an academic or professional capacity and will be able to speak to your suitability for this program. Please note that relatives, friends, colleagues or representatives of the student body do not count as referees.

Placement Information

After entering your basic information, the first section on the application is Placement Information. You will have to select whether you wish to apply for placement in Islamabad or Karachi and whether you are willing to be placed in a different city to your choice should you not be allocated your preferred city.

You will also have to list your top preferences for subjects and classes you want to teach during the Fellowship. While selecting Fellows' placement schools, we keep in mind the identified preferences you submit here as well as the need of the school itself. However, we cannot ensure that, if selected, you will be teaching your preferred subject and classes, as the first preference is always given to the needs of the school.

Interview Information

You will need to select the mode in which you wish to participate in the Final Interview (if you qualify for that stage). Candidates residing in Islamabad and Karachi are expected to attend an in-person interview, while candidates outside these cities will be accommodated virtually.

Please note that all Assessment Centers are conducted virtually.

Language Proficiency

In this section, please identify reading, writing and speaking fluency in each of the stated languages. If you do not know a language at all, you can mark the field as 'none'. Since Urdu is the medium of a majority of communication in our placement schools and English is the need for student learning, applicants need to be fluent in both English and Urdu.

Fellows will require strong Urdu language skills as the placement schools are low-income schools in Pakistan where the medium of communication and some instruction is Urdu. Even Fellows teaching English need to be fluent in Urdu as the English language skills of their students may be very weak. At the same time, Fellows work hard to build English language mastery in their students as their curriculum and textbooks are in English. Fellows who struggle with English themselves will be unable to help their students master the language.

Education and Skills – Undergraduate Studies

To be eligible for the 2027 Fellowship, you must have either completed your undergraduate (Bachelor's) degree or be in your final year of undergraduate education.

Please note that you need to have completed 16 years of education by June 2027 to qualify.

This can be an important section for you to distinguish yourself from other applicants! Use the available fields to provide us with details of any academic accolades, awards, honors or other significant achievements you might have received during your undergraduate education. Be sure to mention why you received the accolade. If you are pursuing or have already completed a Master's degree, please mention in the section for Postgraduate studies.

Internship Experience, Work Experience, Co-Curricular / Volunteer Activities

We are looking for self-motivated candidates who have demonstrated their leadership potential, have strong organizational and communication skills and are able to work in challenging environments. The next three sections can be very useful tools for you to convince us that you are a strong candidate for the Fellowship.

Use this space to tell us about your past experiences and any work you have outside your classes and course-work. It is very important to elaborate on the responsibilities you had in your respective roles and what you achieved during that time. The details you provide in these sections allow us to assess the skill set you possess. If you have a large variety of experiences and extra-curricular activities, choose the ones that best highlight your accomplishments and your strongest skills.

If you have held a significant leadership position in your co-curricular activities or any volunteer organizations, be sure to keep a lookout for that special field to enter specific details of your leadership experience.

Essays

The essays are a critical component of the application and they help us understand your motivations for applying and your commitment to Teach For Pakistan. There are two mandatory essays in the Teach For Pakistan 2027 Fellowship Application.

Word Limit: Make sure neither of your essays fall below the word limit or exceed it. We do not consider applications which have 2-3 sentence essays. Please adhere to the essay length identified in the questions.

Plagiarism: We ask for integrity from our future Fellows. We encourage you to refrain from using AI tools like ChatGPT, as we aim to better understand your personal perspective and hear directly from you. Plagiarized and AI-generated essays are not only easily detected but will also result in immediate disqualification. Remember, this application is the first impression we have of you, so do your best to make it count! We are interested in learning about your unique thoughts and experiences; therefore, please do not copy and paste from the internet.

Essay Structure: For both the essays, take your time, and structure your thoughts before writing the essay. Read the questions very carefully and try to answer all the sub-questions stated within. This will help you communicate your main points more effectively and allow us to get a better sense of your ideas. We strongly recommend that you review each essay multiple times to catch any typing errors or spelling mistakes.

Example: Structured and connected	Example: Unstructured and disconnected
I believe there is an unjust distribution of resources in our country and those who have the ability should find a way to contribute to changing that. The Fellowship is my attempt in doing that.	I have always wanted to do something like this because the rich should help the poor.

Examples: Try and be as specific and focused as possible when answering the questions and explain with the help of examples wherever possible.

Essay 2: This essay is about overcoming a challenge. Although we need some background information on the issue, we are more interested in how you dealt with and overcame the challenge. We kindly request you to describe the specific steps you took to overcome the challenge. Example Scenario: Performing average at my job as an account manager.

What we're looking for (specifics!):	What we're not looking for (vague statements):
"I took additional classes 3 nights a week for a year, woke up an hour early every day to review my old economics textbooks, and set up bi-weekly appointments with my manager to get feedback and improve my performance. I also made sure I improved by asking for feedback from colleagues and customers."	"I worked really hard, and eventually got better at my job."

Review, Revise and Refine: Writing is a process, not merely a product. Don't expect to just sit down in front of a computer, write, and call it a day. Writing a coherent piece will require you to schedule several blocks of time for the writing. It can be a good idea to ask someone else to look over your essays and give feedback (but do make sure they are not inserting their own words!).

Application Suggestions

Provide details wherever possible. Make them structured so that they allow us to get a deeper understanding of your past experiences and motivations for applying. Strong applications contain details which allow us as assessors to gain valuable insight into an applicant's past experiences, achievements and academic background.

Examples	Insufficient Details	Sufficient Details
Internship experience: responsibilities	Intern; News website Update website Find international news Keep logs and analyze data	Intern; News website Find and report current and breaking news on the website throughout the day using internal reporting system and external agency wires. Research and publish at least 3 international news updates on the website using international wire reporting agencies. Analyze and maintain logs of all activity on the website on a weekly basis to assess website's performance

Diversity of experiences:

Applicants often assume that experiences related only to teaching or education are relevant for this application. Some of the best candidates we have met in the past have had no teaching experience. Therefore, prior teaching experience is not a requirement for the Fellowship. If you have a diverse range of successful experiences, be sure to include them! This may include membership in student societies, sports teams or part-time work during university.

Examples	Less important	More important
Co-Curricular activities	Participated in a one day filmmaking workshop	Led a 5 member team which organized and hosted a one day filmmaking workshop
Co-Curricular activities	Gave tuitions to 5 children, in class 6, in Math, Science and English	Vice-captain of the football team from April-December 2013.

Accurate information:

Applicants often provide insufficient or incomplete information. We come across this very often in applications which could potentially have been strong. Each of our selection criteria contains equal weightage so make sure you've provided all the available information for each of the sections.

Examples	Incomplete	Complete
Roles	Internship at PSO	Internship at PSO from June-August 2013
Selection process	Through the company's selection process/Submitted Resume	Submitted an application with Resume. Was shortlisted and called for an interview. Was hired as one of 7 interns.

Specific and Relevant:

Providing information that is not directly related to what is being asked for only weakens the articulation of your application. Your details should be reinforcing or explaining your experience and should specifically identify the role you played or the work you undertook. A useful strategy is to identify measurable outcomes (how many, how much, how often etc.) wherever that information is available and relevant.

Examples	Irrelevant	Relevant
Roles and Responsibilities	As a group lead of 5 people it was very difficult for me because the group had different ideas and were not willing to work. But I think I did well and we finished our project.	As a team lead of 5 people, my responsibility was to coordinate the team members and finalize project ideas and proposals. It involved conducting daily team meetings and facilitating group discussions and assigning individual responsibilities. The project received 75% marks.

Be thorough

Be very thorough and review your application multiple times before submitting it. Review all your content and information to check for any mistakes or potential improvements. Please check for any spelling, punctuation and typing mistakes. Please do not exceed the character limit in the situational based responses. Please adhere to the word limits for essay questions. Once submitted, you will be unable to edit or add anything in the application so be diligent in putting your best foot forward!

Best of luck!

If you have any queries, feel free to email us at **recruitment@iteachforpakistan.org**