



# RECRUITMENT PACK FOR CSM CANDIDATES

**GIOIA CAMPUS**



# WELCOME TO CSM



**Ross Bell**

*Principal of Gioia Campus*

Dear Candidate,

We are thrilled to extend a warm welcome to you as a prospective member of our dynamic, international community at the Canadian School of Milan. As a school committed to delivering exceptional, globally-minded education, we are dedicated to attracting the very best educators from around the world. We believe that our success is built on the strength of our team, and we are excited to offer you the opportunity to become a part of this vibrant community. This recruitment pack outlines the many reasons why the Canadian School of Milan is a unique and rewarding destination for educators relocating from abroad.

Beyond our innovative approach to teaching and learning, we offer a comprehensive support system designed to make your transition as smooth and enjoyable as possible. From assistance with relocation to helping you settle into Milan's rich culture and lifestyle, we are here to guide you every step of the way.

We understand that moving to a new country is both an exciting and challenging experience. That's why, in addition to offering competitive salaries and benefits, we provide personalized support to help you navigate the practical aspects of your relocation. Whether it's finding housing, opening bank accounts, or adjusting to life in Italy, our team will be there to guide you, ensuring that you feel settled and supported from day one.

At the Canadian School of Milan, we're not just looking for talented educators; we want individuals who are eager to help shape the future of our school. We are looking for passionate, innovative professionals who will bring fresh perspectives and help us continue to create an inspiring, collaborative environment. In return, we reward your dedication with not only a competitive compensation package, but also opportunities for professional development and career advancement.

We are excited about the possibility of welcoming you to our community, where you'll be able to make a meaningful impact while enjoying the rewards of living and working in one of Europe's most exciting cities.

Thank you for considering this opportunity with us. Together, we will continue to create a school where both our students and staff thrive.

Warm regards,

Ross Bell



# CSM OVERVIEW



## Our Mission

At the Canadian School of Milan, we aim to educate for a changing world through inquiry-based learning, fostering academic excellence, intercultural mindedness, and a lifelong passion for learning.

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## Our Goals

Our goal is to inspire students to become critical thinkers, compassionate global citizens, and lifelong learners. We strive to provide a supportive, inclusive environment that nurtures each student's potential, encourages collaboration, and prepares them for future success in an ever-evolving world.



# CSM AT A GLANCE



Established in 2004, the Canadian School of Milan is an independent, co-educational IB World School which educates over 380 students from pre-school to the end of secondary education. The School offers students a hybrid, Ontario-based curriculum in the Primary School, and MYP the IB Diploma in the Middle and High Schools, with a wide range of co-curricular activities. Our students come from a wide mix of backgrounds and cultures with over 30 different nationalities.

✓ **2 CAMPUSES**

✓ **388 STUDENTS**

✓ **60+ STAFF**

✓ **AGE RANGE: 2 TO 18**

✓ **50+ CO-CURRICULAR ACTIVITIES**

✓ **OPEN FROM 2004**

✓ **35+ STUDENTS' NATIONALITIES**





# THE PERKS OF WORKING IN CSM



## 01 Central location

Both CSM campuses are located in the heart of Milan, situated in safe, highly accessible areas with excellent transportation links throughout the city.

## Fiscal Benefits

According to current Italian law, foreign professionals can take advantage of a considerable tax break. You might be eligible for a 2-year tax-free period or for the "Impatriati" scheme, which offers a reduced tax rate of 50% on earnings for up to 5 years or even more.



## 03 Free meals on site



The school cafeteria is free for all staff, and the meals are freshly prepared and delicious.



# THE PERKS OF WORKING IN CSM



## 04 Visa assistance

The school offers support in obtaining your VISA and any other necessary Italian documents for your long-term stay in the country.

## Access to Public Health

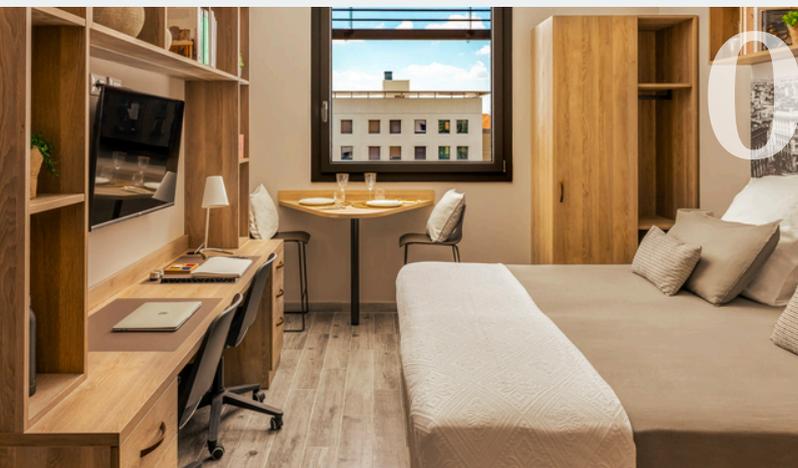
Working in Milan gives you access to Lombardia's Public Healthcare System, renowned as one of the most reliable and efficient in the world.

## 05



## 06 Relocation package

For new teachers coming from abroad to work in CSM, we offer a 3 months initial accommodation, conveniently located in central areas of Milan.





# THE PERKS OF WORKING IN CSM



## 07 Historic Buildings

Both Gioia and Vivaio campuses are housed in historic buildings, adding a unique charm and character to the learning environment.

## Extended Holidays

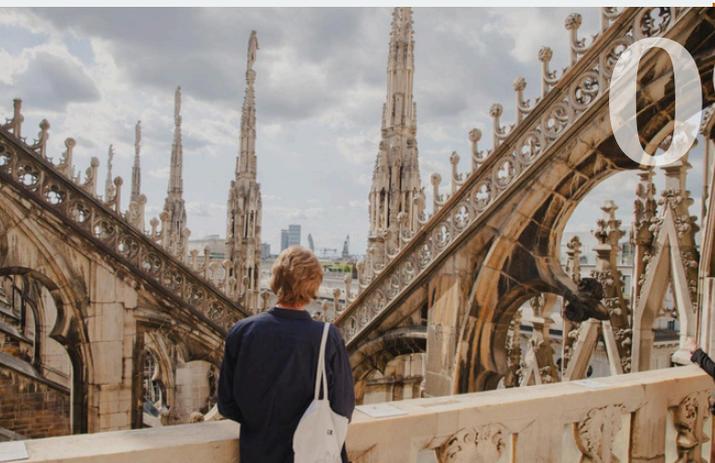
Teaching in Milan provides an excellent work-life balance with October and February half term breaks, 2 weeks off at Christmas, 2 weeks at Easter, and 2 months during the summer, in addition to all bank holidays.

## 08



## 09 Perfect timing

Milan, named a must-see destination for 2025 by the New York Times, offers a unique mix of art, design, fine dining, and exciting renewal, especially with the recent Milan-Cortina Winter Olympics having a positive impact on the city.



# THE PERKS OF WORKING IN CSM



## 10 Benefit for working mothers

In 2025, working mothers on an Italian contract with two or more children, one of which under 10 years old, will receive reduced social security contributions (subject to satisfactory eligibility requirements).

## TFR in Italy

Trattamento di Fine Rapporto (TFR) is a severance pay benefit in Italy, offering employees a lump sum upon leaving a job, ensuring financial support after employment.

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## 2 Career Development

There are numerous opportunities for staff development, including external training programs, and the chance to take on coordination roles with the potential to earn extra.



# THE PERKS OF WORKING IN CSM



## 13 School fees discount

This benefit helps support our teachers in their roles as both educators and parents, fostering a strong connection between staff, students, and the school community.

## Staff Room

## 14



A cozy staff room, providing a peaceful retreat for relaxation and collaboration, ensuring you feel refreshed and supported throughout your day.



## 15 European Location

Milan's location sits perfectly for mountain or beach lovers. Travel is easily accessible to allow for further exploration throughout Europe with Austria, Switzerland, Slovenia and France on the doorstep.