

K12 ACADEMICS — TEACHING ABROAD SERIES

Teaching in Germany

A guide for aspiring teachers & educators — how teaching in Germany works, the routes and requirements, visas, pay, contracts, and how to find the right program.



Find Your Community
2026 EDITION

The world's largest education resource.

Online since 2004, K12 Academics has helped millions of families, students and educators **find the right school, college, camp, business and program in their community** — for every kind of learner.

BUSINESS ENGLISH AND INTERNATIONAL SCHOOLS LEAD

Germany has **strong demand for English teachers**, led by **business/corporate English** and well-paid **international schools**. Roles span **private language academies (often freelance)**, **international schools**, **adult-education centres**, **corporate training**, and **tutoring**. This program-neutral guide covers the **routes, requirements, visas, pay, and contracts**, and points you to the K12 Academics directory to find programs.

General guidance, not legal, immigration, or employment advice. German rules, pay, and requirements change and vary by employer and region. The details here are recent examples and **must be confirmed with the German mission, the local immigration office (Ausländerbehörde), and each employer**. K12 Academics does not run or endorse any specific program — use the K12 Academics directory to find and compare your options.

Understand Why Teachers Choose Germany

WHAT TO KNOW

Germany offers **strong demand (especially business and corporate English), well-paid international schools, a stable economy, and a central European base** — rewarding for specialists, though it favours business/international roles over public-school ESL.

BY THE NUMBERS

Business English

strong & well-paid

Int'l schools

best pay

Stable

central Europe

HOW TO HELP

Weigh Germany's **well-paid specialist demand** against a fragmented, freelance-heavy market — for business English or international-school teaching, it's a strong, high-earning choice.

WATCH OUT

Because local **English proficiency is high**, demand centres on **business English and international schools** more than public-school ESL.

Understand the Types of Teaching Roles

WHAT TO KNOW

Route types include: **private language academies** (mostly freelance/part-time), **international schools** (the gold standard — licensed teachers, best pay/benefits), **bilingual schools**, **adult-education centres**, **corporate/business-English training** (highest freelance rates), **universities**, **summer camps**, and **private tutoring**. Browse and compare specific options in the **K12 Academics directory**.

BY THE NUMBERS

Language academies

freelance/part-time

Int'l schools

gold standard

Corporate

highest rates

HOW TO HELP

Match the **route to your profile** — academies and corporate work for TEFL teachers (freelance), or an international school if you're licensed — then find options in the K12 Academics directory.

GOOD TO KNOW

Find and compare **specific academies, international schools, and recruiters** in the K12 Academics directory — this guide stays program-neutral.

Check the Requirements

WHAT TO KNOW

Requirements: a **120-hour TEFL/CELTA certificate** is essential (immigration also uses it as proof of qualification); a **bachelor's degree** is required — it's mandatory for the non-EU freelance visa and expected by most schools; **native or fluent English**; experience is valued (especially for business English); international schools require a **teaching license** and experience.

BY THE NUMBERS

TEFL/CELTA

120-hr (essential)

Degree

mandatory for freelance visa

Int'l schools

license + experience

HOW TO HELP

Line up your credentials — a **120-hour TEFL/CELTA** and a **degree (mandatory for the freelance visa)**, with a teaching license for international schools and business-English skills for the best pay.

GOOD TO KNOW

A bachelor's degree is **mandatory for the non-EU freelance visa**, not just preferred — essential to confirm before applying.

Understand the Visa & Work Authorization

WHAT TO KNOW

EU/EEA/Swiss citizens work freely. The key non-EU route is the **freelance visa (Freiberufler)**, which lets you teach across multiple schools and tutor privately; citizens of some countries can enter on a 90-day tourist entry and apply from within Germany at the local immigration office (Ausländerbehörde), typically with **letters of intent from 2–3 schools**, a degree, TEFL, and proof of funds. Employer-sponsored work visas also exist.

BY THE NUMBERS

EU/EEA/Swiss

work freely

Non-EU

freelance (Freiberufler) visa

Need

school letters + degree + funds

HOW TO HELP

Know your route — **EU citizens work freely**; non-EU teachers typically use the **freelance (Freiberufler) visa** with letters from 2–3 schools, a degree, TEFL, and funds proof.

WATCH OUT

The **freelance (Freiberufler) visa** is the standard non-EU route — you gather letters of intent from several schools, then apply.

Know the Pay & Benefits

WHAT TO KNOW

Pay varies by route: **private language academies ~€15–30/hour** (freelance/part-time), totalling roughly **€1,500–3,000/month**; **corporate/business English ~€35+/hour** (the best freelance rates); **international schools ~€45,000–68,000/year** gross (far higher, with benefits). Many teachers combine several schools plus private students.

BY THE NUMBERS

Academies

~€15–30/hr

Corporate

~€35+/hr

Int'l schools

~€45k–68k/yr

HOW TO HELP

Set realistic expectations — academies pay ~€15–30/hr, **corporate work ~€35+/hr**, and **international schools far more** (€45k–68k/year); most freelancers combine sources.

GOOD TO KNOW

Experienced teachers **pivot toward corporate clients** (€35+/hour) and away from lower-paid academy hours — the route to higher income.

Understand Contracts & What to Watch For

WHAT TO KNOW

A key German distinction: most academy work is **freelance** (you handle your own **health insurance, taxes, and pension**), while international schools offer **employee contracts with benefits**. Check **hours, hourly vs monthly pay, and whether health insurance and visa support are included**. Favour written terms, and budget for freelance costs.

BY THE NUMBERS

Mostly freelance

own insurance/tax

Int'l schools

employee benefits

Favour

written terms

HOW TO HELP

Clarify whether you'll be a **freelancer** (own insurance, taxes, pension) or an **employee** (international schools) — it changes your real income — and favour written terms.

GOOD TO KNOW

Freelancers must arrange their **own health insurance and taxes** — factor these into your real take-home when comparing offers.



STEP 07 OF 10

Get Qualified & Prepared

WHAT TO KNOW

Earn an **accredited 120-hour TEFL/CELTA certificate** (immigration and competitive schools both expect it). Prepare your **degree and documents (apostilled/translated)**, a **background check**, and a **strong CV**. For the freelance visa, gather **letters of intent from schools**. **Business-English specialism** is especially valuable in Germany.

BY THE NUMBERS

TEFL/CELTA

120-hr accredited

Freelance visa

gather school letters

Business English

valuable

HOW TO HELP

Get an **accredited TEFL/CELTA**, prepare apostilled documents and a background check, and — for the freelance visa — gather school letters of intent; business-English skills stand out.

GOOD TO KNOW

For the freelance visa you'll need **2–3 letters of intent from schools** — line these up before applying.

Plan the Hiring Timeline

WHAT TO KNOW

Academy and corporate demand runs **year-round**, with a bump in **August–September**; **international schools** hire **January–May** for a **September start**. Non-EU teachers should allow time for the **freelance-visa process** (gathering school letters and booking the immigration appointment), which can take weeks.

BY THE NUMBERS

Academies

year-round (+ Aug–Sept)

Int'l schools

Jan–May

Non-EU

allow freelance-visa time

HOW TO HELP

Plan around the calendar — academies year-round (peak Aug–Sept), international schools Jan–May — and allow weeks for the non-EU freelance-visa process.

GOOD TO KNOW

The non-EU **freelance-visa process takes time** (school letters, appointments) — start early.

Prepare for the Move

WHAT TO KNOW

You **don't need German to teach** (classes are English-only), but **basic German helps daily life and bureaucracy** (and counts toward some visa points). Popular bases include **Berlin (huge market)**, **Munich, Frankfurt (business/finance), and Hamburg**. Many teachers share a flat (a WG) to manage costs. Germany is well-connected across Europe.

BY THE NUMBERS

German

not needed to teach

Basic German

helps daily life

Bases

Berlin, Munich, Frankfurt

HOW TO HELP

Prepare practically — teach in English, but learn **basic German** for daily life and paperwork; popular bases are Berlin, Munich, Frankfurt, and Hamburg, often in a shared flat (WG).

GOOD TO KNOW

Frankfurt's finance sector makes it strong for **corporate/business English**; Berlin has the most schools and the biggest scene.

Find Your Program & Thrive

WHAT TO KNOW

Once you know your route, **find and compare specific language academies, international schools, and recruiters in the K12 Academics directory**. Apply to several (gathering school letters if you need the freelance visa), verify each contract, and build toward **corporate/business English** for the best pay. Confirm current rules with German immigration.

BY THE NUMBERS

Find & compare

academies & schools

Apply

to several

Build

corporate work & pay

HOW TO HELP

Use **the K12 Academics directory** to find and compare academies, schools, and recruiters, apply to several, verify each contract, and build toward higher-paid corporate work.

WATCH OUT

Browse **the K12 Academics directory** to find the specific academies, schools, and recruiters that fit your route and goals.

Teaching in Germany: The Essentials

A snapshot — program-neutral. Confirm details with the German mission, the local immigration office, and each employer, and find specific options in the K12 Academics directory.

The routes

Private language academies (mostly freelance/part-time), international schools (the gold standard, for licensed teachers), bilingual schools, adult-education centres, corporate/business-English training (highest rates), universities, and tutoring — find and compare specific ones in the K12 Academics directory.

Requirements

A 120-hour TEFL/CELTA certificate is essential (also used as visa proof); a bachelor's degree is required (mandatory for the non-EU freelance visa); native/fluent English; experience valued; international schools require a teaching license.

Visa

EU/EEA/Swiss citizens work freely; the key non-EU route is the freelance visa (Freiberufler) — teach across multiple schools with letters of intent from 2–3 schools, a degree, TEFL, and funds proof; employer-sponsored visas also exist.

Pay

Private academies ~€15–30/hour (freelance), roughly €1,500–3,000/month; corporate/business English ~€35+/hour; international schools ~€45,000–68,000/year gross with benefits.

Timeline & move

Academies hire year-round (peak August–September); international schools January–May; allow weeks for the non-EU freelance-visa process; basic German helps daily life (Berlin, Munich, Frankfurt).

YOUR TEACHING-IN-GERMANY JOURNEY STARTS HERE

Find Your Community.

Explore our other Teaching in [Country] guides, and find and compare programs, schools, and recruiters in the K12 Academics directory — among **1,297 free resources**.

tools.k12academics.com →

