

K12 ACADEMICS — TEACHING ABROAD SERIES

Teaching in Poland

A guide for aspiring teachers & educators — how teaching in Poland 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.

HIGH DEMAND AND EASIER ACCESS FOR NON-EU TEACHERS

Poland has **high, year-round demand for English teachers** (strongest in Warsaw, Kraków, and Wrocław) and a low cost of living — and it's one of the **more accessible EU countries for non-EU teachers**. Roles span **academies, public schools, corporate training, international schools, and tutoring**. This program-neutral guide covers the **routes, visas, pay, and contracts**, and points you to the K12 Academics directory to find programs.

General guidance, not legal, immigration, or employment advice. Polish rules, pay, and requirements change and vary by employer and city. The details here are recent examples and **must be confirmed with Polish immigration (the Office for Foreigners), the relevant voivodeship office, 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 Poland

WHAT TO KNOW

Poland offers **high year-round demand**, **strong business-English opportunities**, **a low cost of living (savings-friendly)**, and **easier non-EU sponsorship** than much of Western Europe — plus a central location for exploring the continent.

BY THE NUMBERS

High demand

year-round

Non-EU

easier sponsorship

Affordable

+ central location

HOW TO HELP

Weigh Poland's **demand**, **easier non-EU access**, and **low costs** against modest pay — for accessible European teaching (especially for non-EU teachers), it's a standout.

WATCH OUT

Poland is one of the **easier EU countries for non-EU teachers** to get a sponsored work permit — a real advantage over Western Europe.

Understand the Types of Teaching Roles

WHAT TO KNOW

Route types include: **private language academies** (the most common), **public schools**, **universities**, **corporate/business-English training** (a strong, well-paid niche), a growing **international-school** sector, **nurseries/kindergartens**, **summer camps**, and **private tutoring**. Browse and compare specific options in **the K12 Academics directory**.

BY THE NUMBERS

Language academies

most common

Corporate

strong niche

Int'l schools

best benefits

HOW TO HELP

Match the **route to your profile** — an academy for entry, corporate/business English for higher pay, or an international school if licensed — then find options in the K12 Academics directory.

GOOD TO KNOW

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

Check the Requirements

WHAT TO KNOW

Requirements vary: a **120-hour TEFL certificate** is the baseline (a higher-level Level 5 or CELTA/Trinity stands out in competitive cities); a **bachelor's degree** is required or preferred by most employers (any subject) and is practically needed for the non-EU work permit; **native or fluent English** is expected.

BY THE NUMBERS

TEFL

120-hr (Level 5/CELTA helps)

Degree

most (+ for work permit)

Native/fluent

English

HOW TO HELP

Line up your credentials — a **120-hour TEFL** (a higher-level or CELTA helps in Warsaw/Kraków), a **degree** (needed for the non-EU permit), and native/fluent English.

GOOD TO KNOW

A bachelor's degree is **practically required for the non-EU work permit** — not just preferred by schools.

Understand the Visa & Work Authorization

WHAT TO KNOW

EU/EEA/Swiss citizens work freely (no visa). **Non-EU citizens** typically get an employer-sponsored **Type A work permit** plus a **D-type national visa or temporary residence permit**; experienced freelancers may use the **self-employment (JDG)** route. Poland's sponsorship process is relatively established — confirm current rules with Polish immigration.

BY THE NUMBERS

EU/EEA/Swiss

work freely

Non-EU

Type A permit + D visa

Freelance

JDG option

HOW TO HELP

Know your route — **EU citizens work freely**; non-EU teachers get an employer-sponsored **Type A permit + D visa** (or the JDG freelance route), which Poland handles relatively smoothly.

WATCH OUT

Non-EU teachers usually need a **Type A work permit (employer-arranged) plus a D-type visa** — start the documentation early.

Know the Pay & Benefits

WHAT TO KNOW

Pay is modest but savings-friendly: roughly **3,500–8,000 PLN/month gross (~\$900–2,200)**, with Warsaw paying the most (and costing the most). **Corporate/business English** pays best, and **international schools** offer the strongest benefits (healthcare, housing, paid visa). Low living costs — especially outside Warsaw — let many teachers save.

BY THE NUMBERS

Salary

~3,500–8,000 PLN/mo

Corporate

pays best

Int'l schools

best benefits

HOW TO HELP

Set realistic expectations — ~3,500–8,000 PLN/month, with **corporate work** paying best and **international schools** offering top benefits; low costs let many teachers save.

GOOD TO KNOW

Many teachers work **split shifts** (corporate English in the morning, an academy in the evening) — a common way to boost income.

Understand Contracts & What to Watch For

WHAT TO KNOW

Contracts vary, so check: **hours (split shifts are common), pay (gross vs net), contract length, and whether visa, accommodation, or healthcare support is included.** International schools tend to offer the fullest benefits. Favour written terms, and confirm any visa-sponsorship commitment in writing before you accept.

BY THE NUMBERS

Check

hours, gross/net pay

Confirm

visa/housing support

Favour

written terms

HOW TO HELP

Read every contract for **hours (often split shifts), gross vs net pay, and visa/accommodation support** — and get any sponsorship commitment in writing.

GOOD TO KNOW

International schools offer the **fullest benefits** (healthcare, housing, paid visa); academies are more basic — compare carefully.

Get Qualified & Prepared

WHAT TO KNOW

Most teachers earn an **accredited 120-hour TEFL certificate** (a higher-level Level 5 or CELTA/Trinity helps in competitive cities). Prepare your **degree and documents (apostilled/translated)**, a **background check**, and a **strong CV**. Non-EU teachers should gather **work-permit documentation** early. Business-English skills are especially valuable.

BY THE NUMBERS

TEFL

120-hr (Level 5/CELTA helps)

Documents

apostilled/translated

Non-EU

gather permit docs early

HOW TO HELP

Get an **accredited TEFL** (a higher-level cert helps), prepare apostilled documents and a background check, and — if non-EU — gather work-permit paperwork early.

GOOD TO KNOW

Non-EU teachers need **extensive work-permit documentation** — start gathering it well before the peak hiring season.

Plan the Hiring Timeline

WHAT TO KNOW

Demand runs **year-round**, with peaks in **August–September** (school year) and **January**. International schools hire **January–May for a September start**. Non-EU teachers should apply early, as the **Type A permit and D-visa paperwork takes time**; interviews are often by video before arrival.

BY THE NUMBERS

Peaks

Aug–Sept & Jan

Int'l schools

Jan–May

Non-EU

apply early (paperwork)

HOW TO HELP

Plan around the calendar — peaks in Aug–Sept and Jan (international schools Jan–May) — and non-EU teachers should apply early for permit paperwork.

GOOD TO KNOW

Non-EU permit and visa paperwork **takes time** — apply well ahead of the peak August–September season.

Prepare for the Move

WHAT TO KNOW

You **don't need Polish to teach** (classes are English-only), but **basic Polish helps daily life** (it's a challenging language). Popular bases include **Warsaw (best market), Kraków (favourite for new teachers), Wrocław, and Gdańsk**. Poland is safe and affordable, with easy travel across Europe.

BY THE NUMBERS

Polish

not needed to teach

Basic Polish

helps daily life

Bases

Warsaw, Kraków, Wrocław

HOW TO HELP

Prepare practically — teach in English, but learn **basic Polish** for daily life; popular bases are Warsaw (best market) and Kraków (great for new teachers), plus Wrocław and Gdańsk.

GOOD TO KNOW

Kraków is a **favourite starting city for new teachers**, while Warsaw offers the biggest market and highest pay.

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, verify each employer, contract, and visa-sponsorship commitment, and build specialisms — corporate/business English pays best. Confirm current rules with Polish immigration.

BY THE NUMBERS

Find & compare

academies & schools

Apply

to several

Build

specialisms & pay

HOW TO HELP

Use **the K12 Academics directory** to find and compare academies, schools, and recruiters, apply to several, verify each contract and sponsorship, 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 Poland: The Essentials

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

The routes

Private language academies (most common), public schools, universities, corporate/business-English training, a growing international-school sector, nurseries, summer camps, and tutoring — find and compare specific ones in the K12 Academics directory.

Requirements

A 120-hour TEFL certificate is the baseline (Level 5 or CELTA/Trinity stands out); a bachelor's degree is required or preferred by most employers and is needed for the non-EU work permit; native/fluent English.

Visa

EU/EEA/Swiss citizens work freely; non-EU teachers get an employer-sponsored Type A work permit plus a D-type national visa or residence permit (or the JDG self-employment route); Poland's process is relatively established.

Pay

Roughly 3,500–8,000 PLN/month gross (~\$900–2,200); Warsaw pays most; corporate/business English pays best; international schools offer the fullest benefits; low living costs let many teachers save.

Timeline & move

Year-round demand, peaking August–September and January (international schools Jan–May); non-EU teachers should start permit paperwork early; basic Polish helps daily life (Warsaw, Kraków, Wrocław).

YOUR TEACHING-IN-POLAND 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 →

