

Teaching in Zambia

A guide for aspiring & qualified teachers — how teaching in Zambia works, the routes and requirements, visas, pay, and how to find the right role.

ABOUT K12 ACADEMICS

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.

A PEACEFUL, ENGLISH-OFFICIAL MARKET WITH NGO STRENGTH

Zambia is a **peaceful, welcoming** country where **English is official**, with schools, a strong NGO/volunteer tradition, and international schools — plus Victoria Falls on its doorstep. Roles span **schools, NGOs, and international schools**. This program-neutral guide covers the **routes, requirements, the work permit, and pay**, and points you to the K12 Academics directory to find roles.

General guidance, not legal, immigration, or employment advice. Rules, pay, and requirements change and vary by employer. The details here are recent examples and **must be confirmed with Zambia's immigration authorities 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 Zambia

WHAT TO KNOW

Zambia offers a **peaceful, welcoming culture, English as an official language, a strong NGO and volunteer tradition, an affordable cost of living, and Victoria Falls** — an accessible, community-minded market in a safe, friendly country.

BY THE NUMBERS

Peaceful

& welcoming

English

is official

Strong

NGO tradition

HOW TO HELP

Weigh Zambia's **peace and community focus** against modest pay — for accessible, meaningful teaching in a friendly country, it's a lovely choice.

WATCH OUT

Zambia is **peaceful, friendly, and English-official**, with a strong NGO and volunteer tradition — accessible and community-minded.

Understand the Types of Teaching Roles

WHAT TO KNOW

Route types include: **public and private schools**, **NGOs and development programmes**, **international schools** (the best pay, for licensed teachers), and **language centres**. Most roles are in **Lusaka**. Browse and compare options in **the K12 Academics directory**.

BY THE NUMBERS

Schools

English support

NGOs

development work

Int'l schools

best pay (licensed)

HOW TO HELP

Match the **route to your profile** — a school or NGO for community work, or an international school if licensed — then find options in the K12 Academics directory.

GOOD TO KNOW

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

Check the Requirements

WHAT TO KNOW

Because English is the **medium of instruction**, roles focus on **English support and subject teaching**. A **TEFL helps**; **international schools** want a **degree, licence, and experience**; **NGO and volunteer roles** are more flexible. Native English is favoured, but fluent non-native speakers can find work.

BY THE NUMBERS

TEFL

helps

Int'l schools

degree + licence

NGO/volunteer

more flexible

HOW TO HELP

Line up your credentials — a **TEFL helps** (a degree, licence, and experience for international schools); **NGO and volunteer roles** are more flexible.

GOOD TO KNOW

NGO and volunteer roles are the **most accessible**; international schools set the higher bar.

Understand the Visa & Work Authorization

WHAT TO KNOW

Paid teaching requires an **employer-sponsored work permit**, arranged by your school, NGO, or programme with your documents; **volunteer programmes** typically arrange the appropriate permits. Secure a role first, and confirm current rules with Zambia's immigration authorities.

BY THE NUMBERS

Work permit

employer-sponsored

Volunteer

permits arranged

Secure

a role first

HOW TO HELP

Know your route — an employer, NGO, or programme sponsors your **work permit**; secure a role first.

GOOD TO KNOW

Reputable schools and **organized programmes arrange the permits** — a help for newcomers.

Know the Pay & Benefits

WHAT TO KNOW

Salaries are **modest**, with **international schools paying the most**; NGO and volunteer roles vary (some offer a stipend and board). The **affordable cost of living** means paid work covers expenses, though substantial saving is unlikely — the reward is community impact and adventure.

BY THE NUMBERS

Salaries

modest

Int'l schools

pay the most

Affordable

covers expenses

HOW TO HELP

Set expectations — modest pay (international schools most; NGO roles vary, some with a stipend and board); the affordable cost of living covers expenses.

GOOD TO KNOW

The reward is **community impact and adventure**, not savings — modest pay in a friendly, affordable country.

Understand Contracts & What to Watch For

WHAT TO KNOW

Clarify whether a role is **paid or volunteer (board only)**, and check **hours, pay, and permit support**. International schools offer the fullest packages. Favour reputable schools and established programmes, and confirm terms in writing.

BY THE NUMBERS

Clarify

paid vs volunteer

Int'l schools

fullest packages

Favour

established programmes

HOW TO HELP

Read every offer for **whether it's paid or volunteer, hours, and permit support**, and favour reputable schools and established programmes.

GOOD TO KNOW

For volunteering, favour **established, organized programmes** with a good track record.



STEP 07 OF 10

Get Qualified & Prepared

WHAT TO KNOW

Earn an **accredited TEFL**; a **degree and licence** open international schools. For NGO work, **community experience** helps. Prepare your documents, and decide between **paid work and a volunteer placement**. A friendly, adaptable attitude suits Zambia's community-minded schools.

BY THE NUMBERS

TEFL

accredited

Degree + licence

for int'l schools

Community exp.

for NGO work

HOW TO HELP

Get an **accredited TEFL** (a degree and licence for international schools), build community experience for NGO work, and decide between paid work and a volunteer placement.

GOOD TO KNOW

A friendly, adaptable attitude suits Zambia's **community-minded schools** — and helps in a smaller market.

Plan the Hiring Timeline

WHAT TO KNOW

International and private schools recruit **ahead of the school year**; **language centres, NGOs, and volunteer programmes** hire more **year-round**. Because much hiring is local or programme-based, reaching out directly helps. Allow time for the work permit.

BY THE NUMBERS

Int'l schools

ahead of the year

Language/volunteer

year-round

Reach out

directly

HOW TO HELP

Plan around the calendar — international and private schools recruit ahead of the year, language centres and programmes year-round — and reach out directly.

GOOD TO KNOW

Much hiring is **local or programme-based** — reach out to schools and programmes directly.

Prepare for the Move

WHAT TO KNOW

You **don't need a local language to teach** (English is official and the medium of instruction). Most roles are in **Lusaka**, the relaxed capital. Zambia is safe by regional standards, friendly, and affordable, and home to **Victoria Falls** and superb safari.

BY THE NUMBERS

English

official (no barrier)

Base

Lusaka

Safe

& affordable

HOW TO HELP

Prepare practically — no language barrier (English is official); most roles are in Lusaka, in a safe, friendly, affordable country.

GOOD TO KNOW

Beyond the classroom, Zambia offers **Victoria Falls and superb safari** — safe, friendly, and affordable.

Find Your Role & Thrive

WHAT TO KNOW

Once you know your route, **find and compare specific schools, language centres, and recruiters in the K12 Academics directory**. Reach out directly, verify each contract and work-permit sponsorship, and build toward international schools. Confirm current rules with the local authorities.

BY THE NUMBERS

Find & compare

schools & recruiters

Reach out

directly

Build

toward int'l schools

HOW TO HELP

Use **the K12 Academics directory** to find and compare schools, language centres, and recruiters, reach out directly, verify each contract and work-permit sponsorship, and build toward international schools.

WATCH OUT

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

Teaching in Zambia: The Essentials

A snapshot — program-neutral. Confirm details with Zambia's immigration authorities and each employer.

The market

A peaceful, friendly country where English is official and the medium of instruction; demand focuses on English support and subject teaching, with a strong NGO and volunteer tradition and international schools, concentrated in Lusaka.

The routes

Public and private schools, NGOs and development programmes, international schools (the best pay, for licensed teachers), and language centres; most roles are in Lusaka — find and compare in the directory.

Requirements

A TEFL helps; international schools want a degree, licence, and experience; NGO and volunteer roles are more flexible; native English is favoured, but fluent non-native speakers can find work.

Visa

Paid teaching requires an employer-sponsored work permit, arranged by your school, NGO, or programme; volunteer programmes typically arrange the appropriate permits; secure a role first.

Pay & move

Modest (international schools most; NGO roles vary, some with a stipend and board); the affordable cost of living covers expenses; English is official (no language barrier); Victoria Falls and safari on the doorstep.

YOUR TEACHING-IN-ZAMBIA 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 →

