

2026 JAPAN EXCHANGE AND TEACHING (JET) PROGRAMME APPLICATION GUIDELINES

The following application guidelines apply to Assistant Language Teachers (ALTs).

The Japan Exchange and Teaching Programme (hereinafter, Programme) seeks to enhance internationalisation in Japan by encouraging mutual understanding between the people of Japan and those of other nations through the enrichment of foreign language education and promotion of international exchange at the local level.

The Programme achieves its objectives by offering JET Programme participants (hereinafter, participant (s)) the opportunity to serve with local authorities as well as public and private elementary, junior high, and senior high schools in Japan.

The Programme is implemented by local authorities and other organisations (hereinafter, contracting organisation(s)) who appoint participants in cooperation with the Ministry of Internal Affairs and Communications (MIC); the Ministry of Foreign Affairs (MOFA); the Ministry of Education, Culture, Sports, Science and Technology (MEXT), including the Sports Agency; and the Council of Local Authorities for International Relations (CLAIR).

The Programme began in 1987 with cooperation from governments of participating countries. Since then, over 80,000 people from 82 countries have participated in the Programme.

As the Programme has achieved a significant reputation, participants are invited to Japan as honoured representatives of their countries. As such, they are expected to be responsible in all their activities, especially those concerning the promotion of mutual understanding between nations. It is therefore desirable that participants be adaptable, be mentally and physically capable of performing their job duties, and have a deep interest in Japan.

Generally, participants are appointed by prefectures, municipalities, private schools, etc. as a member of staff for a 1-year period of participation on the Programme (hereinafter, period of participation). The cost of transportation from the participant's place of origin to Japan as well as remuneration will be funded by the taxpayers of Japan via the contracting organisation where the participant is appointed. Because participants serve as civil servants and private school staff members of their contracting organisations, they are required to observe rules and behave responsibly.

Withdrawal from the Programme after receipt of placement or mid-term resignation once on the Programme should be avoided as it causes numerous problems for contracting organisations, in addition to severely impacting the administration of the Programme itself.

1. POSITION AND DUTIES

(1) Position

Assistant Language Teacher (ALT):

Participants who engage in language instruction. ALTs are placed mainly in local boards of education

and elementary, junior high, and senior high schools.

(2) Duties

Participants mainly assigned to boards of education and elementary, junior high, or senior high schools are to carry out their duties as assistants to foreign language instruction supervisors or Japanese teachers of foreign language as specified by the supervisor, head of the board of education, and/or school principal. The following is a general outline of duties, though they may vary from one contracting organisation to another.

- 1) Assistance in foreign language and other instruction in elementary, junior high, and senior high schools.
- 2) Assistance in foreign language and other related activities in elementary schools.
- 3) Assistance in preparation of foreign language teaching materials.
- 4) Assistance in foreign language training for teachers and other personnel.
- 5) Cooperation in extracurricular activities and club activities.¹
- 6) Provision of linguistic information (e.g., word usage, pronunciation, etc.) to foreign language instruction supervisors and teachers, among others.
- 7) Cooperation in foreign language speech contests.
- 8) Cooperation in local international exchange activities.
- 9) Other duties as deemed necessary by the supervisor or school principal.

2. TERMS AND CONDITIONS

The terms and conditions of appointment are determined by the contracting organisation which appoints the participant. The following is a general outline of the terms and conditions, though they may vary from one contracting organisation to another.

(1) Period of Participation

In principle, the period of participation is for one (1) year commencing on the day after the designated Main Arrival dates (26 July 2026).

All participants should bear in mind the following:

- 1) A participant's resignation from the Programme during the period of participation adversely affects school and local government administration as well as impedes the overall implementation of the Programme itself. All participants are therefore required to complete their period of participation in full.
- 2) If a participant violates the terms and conditions determined by their contracting organisation,

¹ "Extracurricular activities" include class or homeroom activities, student committee or student council activities, club activities (only in elementary schools), and school events.

their appointment may be terminated prior to the end of their period of participation.

- 3) In some cases, multiple appointment procedures may be required within this 1-year period of participation, such as in the case where a participant's contracting organisation is a local authority.
- 4) If the participant's work performance is of the required standard as deemed by their contracting organisation, it may be possible for the participant to renew the period of participation for an additional year. Under these circumstances, it is generally possible to renew participation up to a total of 3 years. However, if the participant's work performance, level of experience, and abilities are deemed to be of an exceptionally high standard by their contracting organisation, it may be possible to renew participation up to a total of 5 years.
- 5) It may be possible for applicants to arrive in Japan on 12 April 2026 (hereinafter, April Arrival(s)) if they indicate as such on their application form. This is in order to fulfil the needs of contracting organisations which require the assignment of participants before the designated Main Arrival dates. Applicants who request but are not placed for an April arrival will continue to be considered as candidates for arrival between 13 April and 25 July (hereinafter, Early Arrival(s)) or for summer arrival on the designated Main Arrival dates. However, applicants who request an April or Early Arrival on their application form and confirm during their interview that such an arrival is still possible, then later rescind their request without a justifiable reason, will forfeit their participation on the Programme for the current year.

The period of participation for April Arrivals is as follows:

- i. One (1) year commencing on the day after the designated April Arrival date (12 April 2026)
 - ii. If the participant's work performance is of the required standard as deemed by their contracting organisation, it may be possible for the participant to renew their period of participation until August 2027. Thereafter, participants will be handled in accordance with 2.(1) 4) and will generally be allowed to renew participation up to 3 years and 4 months, and up to a total of 5 years and 4 months maximum.
- 6) Participants who arrive in Japan on a date other than the designated arrival dates (not including 12 April) for various reasons, such as alternate candidates who are upgraded and accept appointment in accordance with 5.(6), may have a period of participation that is shorter than one (1) year and will be handled as follows:
- i. The period of participation for Early Arrival participants is the same as for April Arrivals as described in 2.(1) 5).
 - ii. The period of participation for participants who arrive after 3 August 2026 is from the day after their arrival date until 2 August 2027.

(2) Working Hours

Participants are expected to work approximately 35 hours a week, excluding lunch breaks. The breakdown of a participant's working hours may differ among contracting organisations; however,

participants are generally required to work Monday through Friday between the hours of 8:30 a.m. and 5:15 p.m. Generally, Saturdays, Sundays, and Japanese national holidays are days off. However, there are cases in which work duties may require changes to the normal schedule or require a participant to work on Saturdays, Sundays, or Japanese national holidays. The number of paid holidays per year differs among contracting organisations, but participants are granted at least 10 days in principle.

(3) Remuneration

Remuneration per annum is approximately ¥4,020,000 in the first year, ¥4,140,000 in the second year, and ¥4,260,000 in the third year. The above sums apply to participants who have worked for one full year. If a participant's period of participation in the Programme is less than one year, the remuneration amount will be prorated accordingly. In addition, in the case where a participant who is deemed as particularly outstanding by their contracting organisation exceeds 3 years of participation, the remuneration will be approximately ¥4,320,000 in both the fourth and the fifth years. This remuneration is a sufficient amount to cover average living expenses in Japan.

Participants are required to bear the cost of taxes in cases in which income and resident taxes are imposed.³

Remuneration will be made in monthly payments. Participants may, upon completion of the Programme, be required to pay a portion of their resident taxes that they would be subject to that year in one lump sum prior to leaving Japan.

Furthermore, in Japan, joining a mutual aid association (*kyōsai kumiai*; equivalent to health insurance), contributing to the pension fund programme, and paying employment insurance are mandatory. A part of these costs is borne by the participant and deducted from the monthly post-tax remuneration each month on payday.

(4) Limitation on Profit-Making Activities

Participants, in understanding the objectives of the Programme, are expected to prioritise their duties as a participant and to refrain from engaging in other profit-making activities.

(5) Driving

Participants with a driving licence may be required to operate a motor vehicle as part of their work duties for their contracting organisation. Costs associated with a motor vehicle may be required to be borne by the participant.

³ Participants exempt from taxes in Japan based on a tax treaty between Japan and the participant's home country are not necessarily exempt from tax obligations in their home countries. It is the responsibility of individual participants to clarify such obligations prior to their departure for Japan. Each participant is responsible for the payment of any obligatory home country taxes.

3. ELIGIBILITY

(1) As part of the general criteria, applicants must:

- 1) Be interested in Japan and be willing to deepen their knowledge and appreciation of Japan after their arrival; be motivated to participate in and initiate international exchange activities in the local community; and make an effort to study or continue studying the Japanese language prior to and after arriving in Japan.
- 2) Be both mentally and physically healthy.
- 3) Be willing and able to adapt to living and working in Japan and be determined to responsibly complete their period of participation.
- 4) Hold a Bachelor's degree or higher by the designated arrival date (applicants for the ALT position may alternatively hold a certification of completion of a 3 (or more) year course to teach at primary/elementary or secondary schools or obtain said qualification(s) by the designated arrival date).
- 5) Be a national (not just a permanent resident) of the country where the recruitment and selection procedures take place by the time they submit their application form. Furthermore, those who possess Japanese nationality must have submitted their applications to renounce their Japanese nationality by the Reply Form submission deadline.⁴ Applicants who possess multiple nationalities with countries other than Japan may only apply as a national of one of those countries.
- 6) Be adept in contemporary standard pronunciation, rhythm, and intonation in the designated language⁵ and possess excellent language ability that can be applied accurately and appropriately, as well as have the ability to form sentences in a comprehensive and logical manner.
- 7) Not have participated on the Programme since the 2023 JET Programme year (inclusive of

⁴ Applicants with Japanese ancestry may unknowingly possess Japanese citizenship, due to being registered on their grandparents' or other relatives' family registry. Please be sure to check with your family (parents, grandparents, or other relatives) about whether or not you possess Japanese citizenship.

If you do possess Japanese citizenship, you should begin renunciation procedures as soon as possible. If it is discovered that you still hold Japanese citizenship close to your departure date, you may be disqualified from participating in the Programme and held liable for fees incurred, including but not limited to flight cancellation fees. The process of renouncing Japanese citizenship involves submitting documents to your nearest Japanese consulate or embassy and takes approximately one month to complete.

⁵ The designated language is English for English-speaking countries (United States, United Kingdom, Australia, New Zealand, Canada, Ireland, South Africa, Singapore, Jamaica, Barbados, Trinidad and Tobago, Philippines, India, etc.), French for France, German for Germany, Chinese for China, Korean for Korea, and the principal national language for other non-English-speaking countries. However, there may be cases where English is required as well.

March 2023 Arrivals) or have participated on the Programme for more than 6 years in total.

8) Not have declined a position on the Programme after receiving notification of placement in the previous JET Programme year (excluding cases where the participant is deemed to have had a valid, inevitable reason for withdrawal).

9) Not have resided in Japan for 6 or more consecutive years in total since 2016 by the time they submit their application form.

10) Have a desire to proactively maintain relations with Japan, even after completion of the Programme.

11) Concerning entry into Japan for participation on the Programme, agree to reside in Japan under the status of residence stipulated in Article 2-2 of the Immigration Control and Refugee Recognition Act. However, this does not apply to special permanent residents as defined in Article 3 of the Special Act on the Immigration Control of, inter alia, those who have lost Japanese Nationality pursuant to the Treaty of Peace with Japan.

12) Be willing to comply with all Japanese laws.

13) Not possess a record of crimes which would render them inappropriate for participation in the Programme (e.g., DUI (driving under the influence of alcohol and/or drugs), narcotics and other drug-related offenses, sexual offenses, crimes involving children, etc).

14) Applicants with a suspended jail term must have finished their period of probation by the time they submit their application form.

(2) In addition to the above general criteria, ALT applicants must have:

15) A demonstrated interest in the Japanese education system, particularly foreign language education.

16) A willingness to work proactively with children.

17) Qualifications as a language teacher or a strong enthusiasm for language education.

* The following are not part of the Eligibility Criteria; however, additional consideration will be given to applicants who have:

(i) Language teaching experience or qualifications.

(ii) General teaching experience or qualifications.

(iii) A high level of Japanese language ability.

4. APPLICATION PROCEDURES

Applicants must submit the following documents to the Embassy of Japan in South Africa by [17 October 2025 before 16h00]. Early submission of application forms and documents is encouraged. The submitted documents will not be returned.

Document (ALL DOCUMENTS IN THE ORIGINAL AND COPY SETS NEED TO BE A4 SIZE AND PRINTED ON <u>ONE SIDE ONLY</u> – NO DOUBLE-SIDED DOCUMENTS PLEASE)	Original	Copy A	Copy B
1) 2026 Application Form	1	1	1
2) 2026 Self-Report of Medical Conditions*	1	1	1
3) Certified Academic Record/Transcript ● Inclusive of all college/university courses. ● If a physical copy is not provided by your institution, a printed copy of the digital version must be submitted.	1	1	1
4) Essay (Statement of Purpose) ● Typed, single-sided, double-spaced on A4 paper (210mm x 297mm) , not exceeding two pages. This page limit must be strictly observed.	1	1	1
5) Certificate of Graduation ● If you have not graduated yet, you must submit a certificate of expected date of graduation. ● If a physical copy is not provided by your institution, a printed copy of the digital version must be submitted.	1 (Certified Copy is okay)	1	1
6) Letters of Reference ● References written in either Japanese or English must be submitted. ● If you have not graduated yet, one of the referees must be someone related to your university.	2 (one original of each letter)	2 (one copy of each letter)	2 (one copy of each letter)
7) Copies of teaching or language proficiency qualifications (TEFL/TESL/TESOL/JLPT) (*Only for applicants with these types of qualifications)	1	1	1
8) Copies of Passport (or ID is fine if you don't have one)	1	1	1
9) Criminal Record (*Only for applicants with a criminal history, or applicants who indicate on their application an interest in an April/Early Arrival) ● In the case the applicant is unable to obtain their Criminal Record by the time of application, a document proving you have applied will be accepted. In this instance, the Criminal Record itself must then be submitted by [28 November 2025]. ● All applicants must please see 6. (1) in regard to obtaining a Criminal Record.	1	1	1
10) Certificate of Health (*Only for applicants who indicate on their application an interest in an April/Early Arrival) ● Please have a physician fill in the designated form provided in either Japanese or English. ● All applicants must please see 6. (1) in regard to Certificate of Health.	1	1	1

*Please be sure to submit the Statement of Physician form if you have answered "Yes" to any of the following questions on your Self-Report of Medical Conditions form: 1, 2a, 2b or 3a.

5. SELECTION AND NOTIFICATION OF RESULTS

- 1) The Embassy of Japan in the participant's home country will conduct the first screening and selection of applicants based on written applications. The second stage of screening will be conducted in the form of interviews at the same Embassy, or a Consulate of Japan falling under the jurisdiction of the Embassy, in order to determine candidates.
- 2) The Joint Conference for International Relations, consisting of the Ministry of Internal Affairs and Communications (MIC), the Ministry of Foreign Affairs (MOFA), the Ministry of Education, Culture, Sports, Science and Technology (MEXT), and CLAIR, will decide shortlist, alternate, and unsuccessful candidates out of the recommended candidates selected by the Embassies and Consulates of Japan where the applicants were interviewed (hereinafter, interview offices). Applicants will be notified of the results via their interview office from March 2026 onwards.
- 3) CLAIR will assign contracting organisations to shortlist candidates who agree to participate on the Programme (those who have submitted their Reply Form).
- 4) Candidates who have been assigned a contracting organisation are deemed successful candidates/participants and will be notified of the name of their contracting organisation by their interview office from May 2026 onwards (from March 2026 for April and Early Arrivals).
- 5) The contracting organisation will then initiate direct contact with the successful candidate, sending them documents such as the notice of appointment, a letter detailing the workplace and working conditions, and other materials introducing the contracting organisation. In order to make preparations for appointment (e.g. living arrangements) go as smoothly as possible, the candidate should respond promptly to all correspondence from the contracting organisation.
- 6) Alternates will be upgraded to successful candidate status accordingly as openings for alternates become available until the first week of November 2026.
- 7) Among the applicants who indicate an interest in April or Early Arrival and have submitted all required documents, those selected for April or Early Arrival will receive notification of shortlist candidate status and assignment of contracting organisation by the interview office from March 2026 (applicants may receive both notifications at the same time). As the time period between receiving the notification and departure for Japan is extremely short, shortlist candidates and successful candidates must submit the Reply Form to their interview office as soon as possible after receiving notification. Candidates should note that the departure dates for Early Arrivals will be sometime between 13 April to 25 July, but the exact dates cannot be determined this far in advance.

6. SUBMISSION OF CRIMINAL RECORD AND CERTIFICATE OF HEALTH

- 1) In principle, all successful candidates must obtain and submit their Criminal Record and Certificate of Health to the interview office by 15 May 2026. However, those who indicate having a criminal history at the time of application must submit their Criminal Record by no later than 28 November 2025 (ideally, at the time of application). Additionally, alternates who are upgraded and become successful candidates may be required to submit a Certificate of Health again depending on the

time they will travel to Japan.

Regarding the Criminal Record:

- (1) A criminal record covering a period of at least 5 years must be submitted. If, due to institutional restrictions, a 5-year criminal record is not obtainable, a criminal record covering as many years as possible must be submitted.
- (2) In principle, applicants must submit a criminal record issued by the South African Police Only. .
- (3) Applicants who have lived in another state/province of the same country for at least 12 consecutive months during the preceding 5 years must submit a criminal record from the other state(s)/province(s) in addition to the criminal record issued by the state/provincial government in which they currently reside. However, if the criminal record issued by the state/provincial government where the applicant resides contains criminal history information of the country as a whole, including other states/provinces, submission of additional criminal records issued by other state/provincial governments is not necessary.
- (4) Applicants who have lived in another country for at least 12 consecutive months during the preceding 5 years must submit a criminal record from that country as well.
- (5) Applicants are not required to obtain a criminal record issued by the Japanese government even if they have lived in Japan in the preceding 5 years.

2) Applicants for April Arrival or Early Arrival, in accordance with 4. APPLICATION PROCEDURES, should submit the Criminal Record at the time of application. Those who are unable to submit the document together with the application form should submit it by 28 November 2025.

- 3) Criminal Record and Certificate of Health submissions must be dated no earlier than 1 September 2025.
- 4) Additionally, any changes to an applicant's physical or mental health, criminal history, etc. after submitting the application may affect their eligibility to participate on the Programme and must be promptly reported to the interview office.

7. DISQUALIFICATION

Successful candidates, shortlist candidates, and alternates may be disqualified without warning for any of the following reasons:

- 1) If they have committed an inappropriate act or there is substantial reason to believe that they are likely to commit an inappropriate act.
- 2) If their application documents contain false statements.
- 3) If they do not inform the Embassy or Consulate of Japan of any changes in the information contained in the application documents after submission in a timely manner.
- 4) If it is determined that their criminal history renders them unsuitable for participation on the

Programme (e.g., DUI (driving under the influence of alcohol and/or drugs), drug or sexual offences, crimes against children, etc.; inclusive of crimes committed after submission of the application form).

- 5) If the Reply Form, Certificate of Health, or other required forms are not submitted by the designated deadlines.
- 6) If those who possess multiple nationalities with Japan do not submit the application to renounce Japanese nationality by the Reply Form submission deadline (excluding alternates; however, in the case that an alternate becomes a successful candidate, they will be required to submit the application to renounce Japanese nationality as soon as possible).
- 7) If it becomes clear later that they do not meet the eligibility criteria due to some reason attributable to themselves.
- 8) If they do not board the designated flight(s), except in cases of truly unavoidable circumstances such as on humanitarian grounds.

8. ASSIGNMENT OF CONTRACTING ORGANISATION

Participants are required to work at the contracting organisation assigned by CLAIR. Contracting organisations are located all throughout Japan, and amongst them are regions that are not sufficiently equipped with health care facilities, public transportation, etc. Participants with special circumstances such as those listed below will be given special consideration; however, there is no guarantee of placement near a participant's desired location (placement requests from April Arrivals, Early Arrivals, and alternate candidates may be especially difficult to accommodate). Only requests for special consideration as listed below that have been indicated on the application form will be taken into consideration. Requests for changes after submission of the application, even in special circumstances, are not possible.

Special requests may be considered for instances in which:

- 1) A spouse applies to the Programme at the same time.
- 2) A spouse or other immediate family member(s) already resides in Japan, and a move would be impossible or cause great hardship.
- 3) A participant has medical conditions that may warrant special consideration in their placement.

9. ORIENTATION AND TRAINING

1) Pre-Departure Orientation

Participants will be provided with materials about the Programme along with Japanese language learning materials prior to departure for Japan. Additionally, a pre-departure orientation will take place prior to departure for Japan at each participant's interview office. All participants must participate in the pre-departure orientation.

Please note that there will be no pre-departure orientation for those joining the Programme from within Japan.

2) Post-Arrival Orientation

Participation in the Post-Arrival Orientation is mandatory for all participants. Post-Arrival Orientation will provide training necessary for participants to carry out their work duties in Japan.

3) Training

CLAIR provides Japanese language courses which participants can enrol in before or after arriving in Japan in order to improve their Japanese abilities as well as promote understanding of Japan through the Japanese language after returning home. Participants are also required to participate in any training designated as mandatory by the contracting organisation or CLAIR.

10. ACCOMMODATION

In principle, the participant will be responsible for any and all accommodation arrangements and, as such, will subsequently be responsible for all associated costs incurred. The participant may be required to pay the equivalent of 2 to 6 months' rent immediately after arriving in Japan in order to move into housing. In some cases, the contracting organisation may designate the participant's housing arrangements. As such, participants should consult with their contracting organisation well in advance.

11. TRANSPORTATION TO AND FROM JAPAN

1) Travel and Other Costs Related to Coming to Japan

All participants must arrive in Japan on the designated date and flight (refer to Tables 1 and 2) except for participants who already reside in Japan as defined below in 11.2. Participants who do not board the designated flight(s) will be disqualified from the Programme, with the exception of cases due to truly unavoidable circumstances, such as on humanitarian grounds.

The cost of domestic transportation to the designated airport(s) in the participants' home country, fees incurred in obtaining documents necessary to travel to Japan, transit visas, extra baggage fees, and shipped luggage fees will be the responsibility of the participant.

Participants' contracting organisations will provide airline tickets from the airport designated in their home countries to Narita International Airport or Tokyo International Airport (Haneda Airport). Transportation costs from these international airports to the Post-Arrival Orientation venue, accommodation costs during Post-Arrival Orientation, and transportation costs from the Post-Arrival Orientation venue to the contracting organisation, will be borne by the contracting organisation according to their travel expense regulations. Furthermore, travel expense regulations are based on the most logical route and means of travel.

It is for these reasons that if a participant withdraws their intent to participate on the Programme or is disqualified after receiving notification of their placement, with the exception of cases due to truly inevitable circumstances, such as on humanitarian grounds, they must pay any travel and other related costs, such as cancellation fees, that were incurred. These costs may include fees for the

arrangement of travel within Japan or housing in the case that the contracting organisation has made such arrangements.

Cancellation fees for airline tickets will differ depending on the date that the cancellation of the ticket has been confirmed. In the case cancellation is confirmed 15 to 30 days prior to the designated departure date, the cancellation fee will be half the price of the airline ticket. In the case cancellation is confirmed 14 days or fewer prior to the designated departure date, the cancellation fee will be the full price of the airline ticket. Furthermore, participants may be required to submit documentation in order to determine if a case falls under “cases due to truly inevitable circumstances, such as on humanitarian grounds”.

2) Participants who Already Reside in Japan

Only participants residing in Japan prior to participation on the Programme who already hold a status of residence other than “Temporary Visitor” and are able to change their status of residence (if necessary) prior to the designated arrival date are permitted to join the Programme from within Japan. It is the responsibility of the participant to confirm whether a change will be permitted and carry out the procedure for the status of residence change with the relevant Immigration Bureau of Japan office. If a change in status of residence is permitted, participants must indicate their intent to participate from within Japan on the Reply Form and submit it to the interview office.

Furthermore, those residing in Japan with a “Temporary Visitor” status are not permitted to change their status of residence within Japan, and therefore must return to their home country, carry out procedures to obtain a proper visa from an Embassy or Consulate of Japan in that country, and enter Japan on the designated flight in order to participate in the Programme.

For participants who already reside in Japan, the contracting organisation will bear travel costs only in the case where a participant travels from the designated airport or railway station to the Post-Arrival Orientation venue on the designated arrival date. Travel costs to the designated airport or railway station will be borne by the participant. Participants who live within 100 kilometres of the Post-Arrival Orientation venue will bear all travel costs to the Post-Arrival Orientation venue.

With regard to transportation from the Post-Arrival Orientation venue to the contracting organisation, participants must travel in a group with other participants who will be working in the same host prefecture or designated city. Travelling separately is not allowed. These travel costs will be borne by the contracting organisation according to its travel expense regulations.

3) Return Travel Costs

In the case participants meet all of the requirements listed below, the return travel costs both from the contracting organisation to an international airport in Japan and from that airport to the airport designated in their home country from which they originally departed will be borne by the contracting organisation according to their travel cost regulations.

Participants who participate from within Japan and meet all of the requirements below are also eligible to have travel costs from their contracting organisation to the airport designated in their home

country borne by the contracting organisation.

- (1) The participant fully completes their period of participation.
- (2) The participant does not enter into subsequent employment with a contracting organisation or a third party in Japan within 1 month⁶ after the completion of participation.
- (3) The participant departs Japan to return to their home country no later than 1 month from the day following the completion of their participation.

4) Reimbursement of Travel Costs

A participant who violates their contracting organisation's terms and conditions, such as by returning to their home country without justifiable cause, or is disqualified due to committing inappropriate acts, etc. after arriving in Japan will not only be responsible for the full cost of return travel to their home country, but must also reimburse any travel costs that the contracting organisation or CLAIR has already borne. In some cases, there may be other costs for which the participant will be held responsible.

5) Obtaining a Visa

Participants must obtain a working visa from the Embassy or Consulate of Japan in their country before the date of travel to Japan and enter Japan under the appropriate status of residence ("Instructor" for ALTs, "Engineer/Specialist in Humanities/International Services" for CIRs) that permits work according to job duties.

Non-JET family members (spouse or children) accompanying a participant must submit official documents to the Embassy or Consulate of Japan which prove their legal marriage or parent-child relationship with the participant and must carry out the procedures for applying and obtaining a Dependent Visa. Please note that only legal spouses and children are eligible for Dependent Visas. A fiancé(e), common-law spouse, etc. is not eligible.

6) Participants Travelling with a Spouse or Family

In cases where the participant is accompanied by a spouse or family, the participant will be completely responsible for all the arrangements (travel, living, etc.) and fees incurred thereof.

12. AFTER COMPLETION OF THE PROGRAMME

Participants are strongly expected to play a role as a bridge between Japan, their place of appointment, and their home countries after their participation on the Programme. Former participants have founded alumni associations in their home countries/areas and in Japan, named JET Alumni Associations (JETAA). JETAA carries out various activities at the grass-root level to promote friendly

⁶ The reimbursement of expenses for return travel to one's home country is not intended for temporary return travel by those who have decided to remain in Japan.

relations between Japan and the home countries of participants. JETAA members are involved in activities such as information exchange among members, welcoming participants back to their home countries upon their completion of the Programme, introducing Japanese culture, and providing educational information about Japan. It is anticipated that participants completing their participation on the Programme will respond to the “After JET Contact Information Survey” sent by CLAIR with their post-participation contact information. Participants are also expected to contact the Embassy or Consulate of Japan nearest to the participant’s residence (CLAIR for those residing in Japan), join a JETAA chapter, and be actively involved in introducing Japan and promoting education.

13. USE OF PERSONAL INFORMATION

The use of personal information submitted by applicants during the application period is limited to Programme selection, placement, travel arrangement, and orientation use by the Embassies and Consulates of Japan; Ministry of Internal Affairs and Communications (MIC); Ministry of Foreign Affairs (MOFA); Ministry of Education, Culture, Sports, Science and Technology (MEXT); CLAIR; contracting organisations, including host prefectures/designated cities⁷; and private contracting companies in charge of services related to the management of the Programme.

The personal information (name, date of birth, nationality, email address) of those selected as JET Programme participants may also be made available to JET Alumni Associations (JETAA) and its supporting organizations for use in providing information during and after Programme participation.

Personal information may also be shared with the aforementioned organisations after the arrival of participants in Japan for administrative matters (*) in cases of emergency or mid-term resignation on the Programme.

* Specific details about administrative matters are listed below:

- 1) Replacement of a participant in the case of mid-term resignation
- 2) Settlement of insurance matters and financial discrepancies
- 3) JET Accident Insurance contract and management-related matters
- 4) Amendment of the list of participants
- 5) Response to an emergency situation
- 6) Other procedures necessary for the smooth management of the Programme

⁷ These are cities designated by the government with populations of 500,000 people or more. Certain affairs generally administered by prefectures in Japan are transferred to the designated cities’ jurisdiction in order to manage the affairs of larger cities efficiently. At present, there are twenty designated cities: Sapporo, Sendai, Niigata, Saitama, Chiba, Yokohama, Kawasaki, Sagami-hara, Shizuoka, Hamamatsu, Nagoya, Kyōto, Ōsaka, Sakai, Kōbe, Okayama, Hiroshima, Kita-Kyūshū, Fukuoka, and Kumamoto.

14. SCHEDULE FROM APPLICATION TO ARRIVAL IN JAPAN

2025	17 October 2025	Application deadline
	November–	First stage of screening process (written application)
2026	January– Early February	Second stage of screening process (interviews)
	March	Announcement of shortlist candidate status for April Arrivals Notification of accepted candidates/contracting organisation for April Arrivals Announcement of shortlist and alternate candidate status for Main Arrivals
	Sunday, 12 April	April Arrival date
	April–July	Early Arrival period
	Late May–	Notification of accepted candidates/contracting organisation for Main Arrivals
	May– 1 st week of November	Notification of upgrade status to alternate candidates
	June–July	Pre-Departure Orientation, preparation, etc.
	Sunday, 26 July	Main Arrival dates (For the designated date, refer to Table 1)

15. COURT JURISDICTION AND GOVERNING LAW

With regard to the recruitment and application procedures, the Tokyo District Court shall have exclusive jurisdiction over all legal matters. The governing law shall be Japanese law.

16. PARTICIPATION RIGHTS IN THE EVENT OF UNAVOIDABLE CIRCUMSTANCES

In the event of unavoidable (i.e., force majeure) circumstances, CLAIR reserves the right to change or cancel the arrival date, placement, participation, and contents of the application guidelines here within, at any time before or after notification of acceptance into the Programme.

Unavoidable circumstances are defined as events whose effects could not reasonably be prevented by MIC, MOFA (including Embassies and Consulate Generals of Japan), MEXT, CLAIR, prefectural governments, designated cities, contracting organisations, or contractors involved in the administration of the Programme including but not limited to acts of God, acts of government (including local government, hereafter referred to as government), acts of government authorities (including limitations on travel or immigration enacted by the Japanese government or other foreign countries' governments due to the event of infectious disease), compliance with laws, regulations or orders, fire, flooding and torrential rain, earthquakes, acts of war (regardless of a declaration of war), revolt, revolution or rebellion, strike, or lockout.

Table 1: Designated Arrival Dates

	Group A (26 July Arrival)	Group B (2 August Arrival)
Country	Point of Departure	Point of Departure
United States	New York Atlanta Chicago Houston Los Angeles Phoenix Seattle Spokane Denver Salt Lake City Boston	Washington, D.C. Detroit Nashville San Francisco Portland Anchorage Honolulu Hagatna Saipan Miami
United Kingdom		London Edinburgh
Australia	Sydney Canberra Melbourne Adelaide Hobart Perth Brisbane	
New Zealand		Wellington Auckland Christchurch
Canada		Ottawa Montreal Halifax Calgary St. John's Winnipeg Toronto Vancouver
Ireland	Dublin	

South Africa	Pretoria (ALT) Cape Town (ALT) Durban (ALT) Gqeberha (Port Elizabeth) (ALT)	
Singapore		Singapore
Jamaica	Kingston (ALT)	Kingston (CIR • SEA)
Philippines	Manila	

	Cebu Davao	
India	New Delhi (ALT) Mumbai (ALT) Kolkata (ALT) Chennai (ALT) Bengaluru (ALT)	New Delhi (CIR • SEA) Mumbai (CIR • SEA) Kolkata (CIR • SEA) Chennai (CIR • SEA) Bengaluru (CIR • SEA)
Other Countries		Designated airport in home country

- Participants cannot depart from a country other than their home country. Participants from the United States, the United Kingdom, Australia, New Zealand, Canada, Ireland, South Africa, Singapore, Jamaica, the Philippines, and India can depart only from the designated departure points noted above.
- In principle, those who will join the Programme from within Japan must join Group A.
- Participants cannot switch between Group A and B (e.g. switch from New York to Washington, D.C.).