**Table 2**

*Summary of Application Requirements for Online English Teachers*

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| TRW | Hiring criteria | | | | | | | |
|  | Linguistic background | Nationality | Residence | Bachelor’s degree | Teaching certificate | Teaching experience | Personality traits | Agree to set work schedule |
| TRW1 | “native” | U.S., Can., U.K., Australia, South Africa |  | Required | Advantage | Req. (1 yr.) | Req. | Req. |
| TRW2 |  | U.S., Can., U.K |  | Req. | Req. | Req. (1 yr.) | Req. | Req. |
| TRW3 | “native” | U.S., Can., U.K |  | Req. | Req. | Req. (1 yr.) | Req. | Req. |
| TRW4 | “native” |  |  |  |  |  |  |  |
| TRW5 |  |  | U.S., Can. |  | Req. |  |  |  |
| TRW6 | “native” |  |  |  |  | Adv. | Req. | Req. |
| TRW7 |  |  | U.S., Can. | Req. |  | Req. (2 yrs.) |  |  |
| TRW8 |  |  | U.S., Can. | Req. | Req. | Adv. |  |  |
| TRW9 |  | U.S., Can. |  | Req. | Req. |  |  |  |
| TRW10 | “native” |  |  | Adv. | Req. |  |  | Req. |
| TRW11 |  |  | Phil. |  |  | Adv. |  | Req. |
| TRW12 |  |  | Phil. |  |  | Adv. | Req. |  |
| TRW13 |  | Phil. | Phil. |  |  | Adv. | Req. |  |
| TRW14 |  |  | Phil. |  | Adv. |  |  | Req. |
| TRW15 |  | Phil. |  |  |  | Not Req. |  | Req. |
| TRW16 |  |  | Phil. | Req. | Adv. | Adv. |  | Req. |
| TRW17 |  |  | Phil. | Req. |  |  |  |  |
| TRW18 |  | Phil. |  | Req. |  |  |  | Req. |
| TRW19 |  |  | Phil. | Req. |  | Req. (1 yr.) | Req. |  |
| TRW20 |  | Phil. |  |  |  | Adv. |  |  |
| TRW21 |  | Phil. |  |  |  |  |  |  |
| TRW22 |  |  | Japan |  |  |  | Req. |  |
| TRW23 | “native” / “non-native” | U.S., Can., U.K., Aus., New Zealand, Phil., Japan, Others |  |  |  |  | Req. | Req. |
| TRW24 | “native” |  |  |  | Adv. | Adv. | Req. | Req. |
| TRW25 |  |  | Worldwide |  |  | Not Req. |  |  |
| TRW26 | “native” | U.S., Can., U.K., Aus., N.Z., Ireland |  |  |  |  |  | Req. |
| TRW27 |  | U.S., Can., Phil |  | Req. | Req. | Adv. |  |  |
| TRW28 | “native” / “near-native” |  | Worldwide | Req. | Req. | Adv. |  |  |
| TRW29 | “native” / “non-native | U.S., Can., U.K., Aus., N.Z., Ire., S.A. |  | Req. |  |  | Req. |  |
| TRW30 | “native” / “non-native | U.S., Can., U.K., Aus., N.Z., S.A., Phil |  | Req. |  | Req. (3 yrs.) |  |  |
| TRW31 | “native” / “near-native” |  | Worldwide |  | Req. | Req. | Req. | Req. |
| TRW32 | “native” / “global” | U.S., Can., U.K., Aus., N.Z., Ire., Phil. |  | Req. |  | Req. |  |  |
|  |  |  |  |  |  |  |  |  |