

Leadership Recruitment and Selection

The recruitment and selection of leadership roles in schools, colleges and academy trusts can amount to the most critical task a governing body is responsible for, particularly given that the cost of making the wrong appointment can be substantial. Our consultants offer integrated expert support for school leaders and governing bodies from succession planning through to appointment.

Our HR consultants have substantial experience of supporting governors and headteachers in the recruitment, selection and appointment of leadership staff. In addition to this, our Finance Consultants are able to provide expertise in the assessment of candidates' financial competence.

Key features of the service

After a free scoping meeting to identify your requirements, we can provide you with resources, advice and expert support to enable you to:

- Undertake a rigorous planning process
- Review your leadership structure
- Design a high-quality assessment and selection process, including providing key resources
- Ensure maximum impact of your recruitment advertising
- Determine the suitability of candidates to lead your school

Benefits

- Ensuring the recruitment process is robust and meets all legal requirements
- Enabling governors to select a bespoke service that meets the needs of their individual circumstances
- Provision of expert advice in relation to a wide range of leadership roles including Executive Head, Headteacher, Head of School, Deputy and Assistant Head
- Securing the appointment of the best possible candidate for the school

Bespoke service

As every school's needs are different, we offer a bespoke service to support you through the recruitment and selection process. In order to fully understand your requirements, an HR Consultant would attend an initial planning meeting free of charge to scope out the support needed and then provide you with a no obligation estimate of the costs.

An example of the level of support you might expect is shown in the table over the page. This is based on four candidates and a one day selection process.

This is for illustrative purposes only but represents what we would recommend as a minimum package. Adjustment to the hours of support required may be necessary to accommodate, for example, a different number of applications received. If all the hours quoted are not needed, only the hours used will be invoiced to the school. No additional costs will be incurred without prior agreement.

Activity	HR Consultant
Attendance at an initial scoping meeting to identify your needs and cost out a bespoke package	2 hours (No charge)
Attendance at a planning meeting to provide initial advice and guidance and/or via remote planning support: over email or phone to respond to your queries and provide advice.	2 hours
Review of applications and attendance at a shortlisting meeting.	4 hours
Guidance in relation to the selection process and assessment activities along with provision of key resources.	2 hours
Attendance at the selection days.	8 hours
Provision of financial assessment activity and remote assessment by a Finance Consultant	3 hours
Total Chargeable Hours	19 hours

CONTACT US TO FIND OUT MORE

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