



Recruitment and Talent Management - Education

A successful partnership with schools, academies and Multi-academy trusts to recruit, retain and develop your people

Our education sector HR and recruitment experience, knowledge and skills will help you to attract, retain and develop your leaders and people. You decide what recruitment and talent management support you need.

Birch-HR can:

Plan and prepare your recruitment documentation, candidate information and timeline. This includes for CEO, Headteacher, HR Director, Finance Director and Business Manager vacancies.

Plan and develop an advertising campaign, recommending the most cost-effective marketing channels.

Provide best practice templates.

Audit and review your current recruitment strategies to ensure best practice, equalities and compliance.

Ensure a fair selection of candidates.

Be the HR point of contact for the panel and candidates.

Arrange head hunting/executive search for leadership or other specialist education vacancies.

Provide salary and benefits benchmarking.

Arrange psychometric testing and tailored assessment centres.

Plan the interview day(s) and panel documentation.

Administer all paperwork including invite to interviews, unsuccessful and references.

Oversee the recruitment campaign and attend the interview in line with equal opportunities.

Implement a strategic process of getting the right talent and helping them to grow to their optimal capabilities with your educational priorities in mind.

Implement retention strategies, such as staff survey, exit questionnaires and analyse employee turnover.

We will work alongside your CEO, Headteacher, Governors/Board of Directors and internal HR team.

Our recruitment service can be engaged on a day rate HR consultancy basis, so you can manage the costs flexibly and effectively.

Benefits:

Cost effective specialist recruitment support, equalities, school/trust brand, flexible, law, compliance, reputation, safeguarding, retention of key staff, pay audit, morale, culture, supporting talent management, coaching for internal HR teams

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They took all the worry away from how to organise the recruitment process. They were so knowledgeable about how to reach the best pool of candidates and how to reach the very specific target audience. And what is more, the manner in which they work is absolutely fantastic and absolutely first-class

John Farrell,
Catholic Senior Education Lead (CSEL)
St John Paul II Multi Academy

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I am convinced that the best recruitment strategy, a positive culture and developing your people delivers all your school improvement priorities and much more

Samantha Hulson,
Director, Birch-HR

