



Senior Recruitment Service – Case Study

Newham Learning Director
Recruitment





Requirement

The Education Space (TEdS) was approached to provide support to the recruitment of a newly created Director of Newham Learning. The primary objective of the role was to help deliver school improvement across a partnership of 40 Newham based schools.

This was a unique role and an opportunity to lead an innovative and inspiring school partnership that values the role it plays in the holistic education of all Newham children.

It was clear from the onset that the tried and tested methodology (advertise and receive applications) was unlikely to deliver a suitable cohort of highly skilled applicants.

What we did

TEdS met with Newham Learning executive leads to review its specific briefing on the attributes and skillset that the Director would need to have to succeed and fully understand the partnership's aspirations.

TEdS developed a recruitment campaign that featured the role in relevant publications and utilised social media to attract suitable individuals with expertise in this particular field.

Alongside the campaign, TEdS provided a comprehensive information pack for candidates. This provided a detailed description of the role, background to the partnership and its strategic aims.

TEdS ensured that direct conversations with prospective candidates about their competencies and experiences had taken place before they were encouraged to apply. This methodology ensured the panel had suitable candidates to shortlist.

TEdS develop a series of assessments that enabled suitable candidates who successfully met the assessment criteria to be invited for interview.

Outcome

The panel was able to make a suitable appointment, with an individual who has led the partnership to deliver their strategic aims and provide school improvement support across the partnership.



What Newham Learning thought

The process of recruiting for the Director of Newham Learning was crucial to the continued success of the partnership. It was vital to reach the widest possible audience and ensure that every aspect of the appointment was vetted correctly and thoroughly communicated to all candidates.

The Education Space provided a very comprehensive and holistic service, ensuring that all aspects of the process was covered and that the board had everything at our disposal to ensure a successful outcome. They provided a single point of contact for all communication, a detailed shortlisting spreadsheet which facilitated an effective shortlisting meeting and clear outcomes for interview. Only high calibre candidates were presented as rated against the advertised criteria, which saved a lot of time. They also hosted the interview day which was professionally managed, despite the need for a hybrid interviewing style.

A very comprehensive service which saw us appointing the perfect candidate for the job.

Lisle Von Buchenroder

Headteacher



If you'd like to benefit from our outstanding services, contact us:

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