



Executive Education Recruitment Service

About Our Service

Our Executive Education recruitment service is delivered by specialist Education Resourcing Partners, who have over 40 years of combined recruitment experience. Our service can support you in creating and delivering a bespoke, comprehensive and exciting campaign in order for your school or Trust to attract outstanding talent to provide the best learning outcomes for your pupils.

We can help you recruit to senior positions including Chief Executive and Operating Officers, Headteachers (Executive, Head of School), Corporate Leaders (Finance, HR, Business Managers etc.) and Senior Leadership (Deputy, Assistant, SENCO) positions.

“As any Chair of Governors who have been through this vitally important process will be able to testify, this can be an extremely stressful and demanding period. I cannot imagine trying to do this without the support, structure and experience provided from professionals like Resourcing Solutions in this area...In terms of value for money, I would say that this service is very competitive and a “no brainer” compared to other offers available in the marketplace from commercial organisations.”

Riccall Community Primary School

The NYES Resourcing Solutions Executive Education Recruitment Service provides professional support and recruitment expertise to schools and Academy Trusts who are recruiting to senior positions across the sector. A national shortage of Senior Leaders is making recruitment to these vital senior leadership roles increasingly difficult. Recruitment can be an incredibly demanding and a time consuming task, especially when school governors and trustees are volunteering precious time and Trust staff’s workloads are increasingly challenging to manage.

- Our Education team have been recognised by the Department for Education as innovative and impactful, making a difference to children and young people’s lives as a result of schools staffed with talented professionals.
- As an Education team, we have won Best School Recruitment Project 2019 at the Education Business Awards, Best HR/OD project at the PPMA Awards 2019, Best Business Partnership Award at the prestigious TIARA awards 2021 and Best Talent Acquisition Service in 2021 in the In-House Recruitment Awards.

How We Can Help

Our packages provide a range of support to suit your needs – whether you just need guidance with planning the recruitment campaigns or would like our experienced Education Resourcing Partners to recruit your next senior leader.

Executive Recruitment Service

To ensure full support throughout the recruitment process, we deliver a professional service that comprises comprehensive end-to-end campaign management. Your dedicated Recruitment Partner will attend all key meetings.

The entire recruitment process will be handled, including:

- A consultative recruitment process outlined, including the creation of key documents which are tailored to meet the needs of your school
- Bespoke advert consultancy and production of a dedicated campaign website and targeted media provisions
- Advertising and application management
- Candidate engagement and support throughout the process
- Shortlisting and assessment templates provided
- Guidance with completing pre-employment checks
- Design and co-ordination of the assessment and selection events and support with references

Advanced Executive Recruitment Service

In our Advanced package, your dedicated Recruitment Partner will further assist with:

- Involvement and guidance with the shortlisting process; our experience evidences that many questions can arise at shortlisting meetings – we will act as an independent, objective representative and prior to the meeting will read each application to identify areas of concern to probe further
- Ensuring pre-employment checks are completed
- Organising and attending interviews and assessment events, ensuring it all runs smoothly to maximise the candidate experience
- Organise panels, collate feedback and present back to decision makers
- Create a bespoke comprehensive shortlisting and assessment package prior to the assessment event, utilising qualified assessors and assessment tools including psychometric assessments featuring occupational profiling. These assessments indicate how the candidates preferred style or typical way of behaving is likely to influence their potential on a range of management competencies

Executive Search

Our Executive search package provides additional candidate attraction and selection consultancy. Your dedicated Recruitment Partner will:

- Undertake an extensive search process, including market mapping, headhunting and the creation of interim and final search reports and shortlisting rationales
- Access to a variety of job boards and established social channels to ensure the widest candidate pool
- Undertake applicant intelligence searches, market profiling and produce candidate profiles

The NYES Difference

The NYES Resourcing Solutions team cares passionately about the education of children and young people, ensuring we offer outstanding support to your school or academy across all key stages. We are actively involved with schools, having worked in schools or are parents, which helps to further enhance our detailed understanding of the particular needs of the education sector.

As a service, we pride ourselves on being:

- Dependable: Providing responsive and proactive support, where all advice is provided by a qualified expert during working hours, and includes support from dedicated points of contact who get to know your school
- Flexible: let us tailor our products and services to the specific needs of your school and employees
- Informed: Keeping you up-to-date with policies and procedures, enabling advice and guidance on recruitment
- Great value: Regular communication and competitive pricing. Our service will minimise your workload and reduce costs by aiming to appoint the right person, first time

By saying **YES** to **NYES** Resourcing Solutions, you'll enjoy a service that has been designed to support you with the pressures of recruiting to vital senior positions, so you can focus on your core tasks and provide the best outcomes for your pupils.