

Senior Management Recruitment

Improve your Success Rates with Tenet Recruitment Support

Recruiting good directors and managers is the key to running successful educational establishments, be it Independent School or Academy, FE College or University. A good recruitment process takes time; time that many Governors and senior staff do not have to spare. The solution, used throughout education and the commercial world, is to use consultants to manage much of the screening and pre-interview selection work.

Tenet specialises in recruitment support for key support roles in Finance, HR, Student Data, Estates and IT.

Our directors and consultants have a wealth of experience in performing these roles on a permanent and interim basis, and can bring this experience to bear in identifying the better candidates, and in accordance with the Safer Recruitment Guidelines of the DCSF.

Tenet's experienced resource can provide benefits in the following areas:

- **A Robust Job Description** - to advise the management or governing body on job content drawing on experience in other establishments;
- **A Tailored Person Specification** - working with management and governors as appropriate, and using third party products as an aid, a firm profile can be developed of the personal features that the successful candidate will likely have;
- **A Managed Advertisement Programme** - targeting appropriate journals, websites and networks to display the opportunity as effectively as possible within the given budget, and to manage all resulting enquiries, using standard Tenet or customer application forms;
- **Independent Shortlisting** - using scoring systems to record a match with the person specification, ensuring adherence to equal opportunities in its various forms;
- **Assessment Processes** - using a mix of third party profiling and ability testing, plus assessments drawn from case studies in actual establishments, to identify the candidates with the technical abilities and the best match of personal profile. Wherever possible these processes take place on-site and will expose candidates to the environment and staff they will experience in the job;
- **Initial Interviewing** - to establish accuracy of information provided on career history;
- **Pre-interview report** - to advise managers and governors on the strength of candidates and to make recommendations on those suitable for final interview processes;
- **Interview Support** - advice and assistance with the final interview process including all administration and candidate correspondence;
- **Candidate de-briefing** - as necessary for those that require it.

Please call us on **01376 511411** or email us at mail@tenetservices.com to discuss your needs further.



tenet
education services
SMARTER THINKING
www.tenetservices.com

