

LEADERSHIP RECRUITMENT SERVICE

The recruitment of a new Headteacher, CEO or Executive Head is arguably the most important decision a governing body will make. As a strong Governing or Trust Board you recognise the importance of attracting leaders who will deliver on your ambitions for children and young people. You need the right person at the right time who understands your school's strategic vision and has the experience and expertise to bring that vision to life. Centred on school improvement and offering value for money, BEP will help you secure the best possible leader for your educational establishment.

BEP's Leadership Recruitment Service guarantees...

1 YOUR VISION AT THE CENTRE OF EVERYTHING

Strategic vision is a pivotal component of leadership recruitment. The recruitment of a new Headteacher is the perfect time to take stock of your current situation and establish a plan that considers the future needs and requirements of your educational establishment. During your initial complimentary consultation your dedicated school improvement consultant will help you firm up your strategic vision, ensuring that you come away with a solution tailored to fit the ethos and objectives of your school.

2 EXPERIENCED SCHOOL IMPROVEMENT CONSULTANTS & SPECIALIST HR ADVISORS

All BEP consultants are former headteachers with experience of sustained school improvement. Our partnership with Birch-HR means that you will also have access to senior HR consultants who are Chartered Institute of Personal Development (CIPD) qualified and have significant education sector experience. As a result, you can be confident that you will receive professional, practical, reliable advice throughout the entire process.

3 COMPREHENSIVE SUPPORT FROM START TO FINISH

Collectively BEP and Birch-HR will provide a comprehensive offer from project planning and role scoping to the drafting of the job description and person specification, to ensuring that your advert is seen by the best in the industry. We guarantee that the shortlisting and interview process runs smoothly, meeting your requirements precisely. Add in a comprehensive admin provision as well as post recruitment and induction support and you will be covered in every area, start to finish!

4 FLEXIBLE, COST-EFFECTIVE SOLUTIONS

BEP's flexible recruitment packages have been intelligently crafted so that you can have a little or a lot of what you really need. Our cost-effective solutions mean that you can find the right recruit without breaking the bank. The BEP approach is designed to give Governing and Trust Boards confidence and unparalleled levels of professional support all while ensuring exceptional value for money.



0121 285 0924

office@bep.education

www.bep.education

The Arch, Unit G4-G5,
48-52 Floodgate Street,
B5 5SL

Supported by:



LEADERSHIP RECRUITMENT SERVICE OFFER

OFFER 1

OFFER 2

Initial meeting with the Chair of Governors/Chair of Trustees or Board and BEP

Complimentary

Complimentary

Scoping of leadership role, assessment and analysis of future needs of the School/academy/MAT



Production of a bespoke timeline and key milestones from start to finish



Advice on the most appropriate advertising, such as social media, local/national jobs boards, BEP website/newsletter, video and exec search *



Advice for drafting the job advert, job description, person specification and guidance on the most appropriate pay and reward package



Shortlisting, attendance at interview and feedback to unsuccessful candidates



Interview services, such as invite to interviews, testing candidates in typical scenarios, psychometric testing, development of bespoke interview questions and model answers



Administrative paperwork to support the appointment and selection process including: producing the applicant packs, letter from Governors, school context, up-to-date job description/person specification, supporting information, placing the advert, sending application packs and/or making them available online, handling expressions of interest, sending for references, arranging pre-visits via the school, issuing invitations to interview, managing queries, support with scheduling the selection process, accommodating/hospitality arrangements and ensuring compliance with recruitment and equalities legislation and best practice



Post recruitment and induction support



Facilitating and undertaking school based headteacher visits/walkabout, undertaking pre-employment checks for the successful candidate, offer letter, ensuring the contract of employment is issued, induction support and Single Central Record (SCR) updated

Academy/MAT

Academy/MAT

OFFER 1: One-day interview process £2995 + VAT

OFFER 2: One-day interview process £1595 + VAT

An additional charge may apply for an extended interview process



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* Executive search/headhunting and video service available at additional cost - other bespoke arrangements can be made following request.

** Where there is additional complexity, HR support can be provide by Birch-HR at a preferential additional cost.