Recruitment

Executive Summary

For the young people in our church schools and academies to learn and grow to their full potential, leaders of ability and vision are needed. CASL, in partnership with Acumen Associates, seeks out and encourages Christian teachers with a passion for education to be the church school leaders for today and tomorrow.

We have established a team with wide experience in different educational spheres so we can provide you with a unique recruitment service. The team has experience of recruitment throughout the secondary sector, including academies. From this comes an extensive range of nationwide contacts which we use to find the right person for your church school's post.

We deliver academic and spiritual school leadership of the highest quality by recruiting staff who have the relevant experience and required expertise, together with the ability to embrace your school's Christian vision and academic aspirations.

Service Offer

Every school and every post is unique and has different requirements, so our offer is flexible and will always be tailored to your specific needs.

To achieve the best solution, we offer:

- An initial in depth client consultation to establish a complete picture both of your school/academy, including its defining characteristics, and of the experience and expertise that the post requires
- A dedicated project manager for your recruitment who will oversee the production of advertisement, post information, job description and person specification
- A design team who will liaise with you on all recruitment documents; these will be unique and meet your specific requirements and preferences
- Regular client consultations and updates on the process and progress
- Tailored "search and select" – using search and/or advertisement as appropriate for your vacancy, decided in consultation with you
- Detailed candidate portfolios for consideration at a review meeting during which we work with you to establish an interview shortlist
- An interview process designed in liaison with you to suit your specific needs and to ensure that you recruit the best candidate for your post
- Procedures which ensure that all the requirements of Safer Recruitment best practice are met
- The option of a feedback service to candidates after interview
- The option for us to undertake salary and contract negotiations on behalf of the school or academy sponsor

Key Features

We are founded on Christian principles and beliefs and we are passionate about:

Listening - to the needs you have identified, so that we provide a purpose built solution that meets your individual requirements.

Partnership working - with a number of organisations to provide the best possible service and with you to ensure that you are actively involved and fully supported throughout the process.

Professional personalised service - Christian commitment, care and consideration to ensure a professional solution with a personal presence.

Successful appointment – reached by careful consideration, collaboration and communication.

School Responsibilities

Partnership and Communication are the keys to successful recruitment.

The school is asked to provide a named contact to facilitate communication of your needs and to be your contact point throughout the recruitment process.

Quality of Service and Evaluation

CASL carries carry out regular customer surveys on an annual basis to monitor performance and ensure service excellence; the surveys cover at least 25% of service clients. If you have any concerns at any time, we welcome your feedback.

Cost

Costs will vary, depending on the services you require. For guidance:

- A full recruitment service, including all the support detailed in the Service Offer, is likely to cost £15,000
- An assisted service, where only some of the support is chosen, is likely to cost in the region of £6,000 to £10,000 depending on the selected options

Contact Details

For further information, send us your contact details, a brief outline of what you need, and some dates when we can call you.

We will then contact you as soon as possible.

Contact us by using the CASL Extended Services Answering Service on **01733 866467** or e-mail **office@churchacademies.org.uk** putting Extended Services in the subject line.