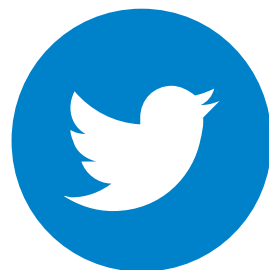


# Resolving Recruitment in the Region





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# Recruitment Partners

- Faisal Majeed - Atlas Teachers
- Tom Arnold - Compass Education Consultancy
- Amanda Maxwell - International Teacher Solutions
- Edward Clark - LSC Education
- Munir Mamujee - m2r Education
- Bill Turner - Search Associates
- Ash Pugh - SkoolSpot
- Danni Fanton - Tes
- Kris Hair - The International Teaching Partnership
- Roddy Hammond - Worldteachers Recruitment

# Big Picture | The impact of COVID-19 on international recruitment



- A slow-down in the recruitment season – or is it just a delay?
- Candidates are asking: “Is it too late to find the right job?”
- Plenty of high-quality, suitable candidates available for recruitment in term 3
- The long-term picture is very positive





# Why is engaging recruiters crucial during this time of crisis?

## 1. Marketing

### School Marketing

- Promoting your school and opportunity
- Finding a source of potential applicants

### Recruitment partners

- Use a wide number of marketing channels and sources to increase their database of teachers
- Keep in close touch with candidates to maximise the potential number of suitable applicants
- Find you more suitable candidates

# Why is engaging recruiters crucial during this time of crisis?

## 2. Processes

### The cost of recruitment

- Propose a fixed fee structure?
- Many operate on a contingency basis i.e. no success, no fee

### Saving time

- Let your recruiter deal with CV sorting, post interview processes

### Recruiting locally

- Do not let this crisis affect the quality of your candidates.
- If you do, carefully consider the reasons why you may prefer local candidates

# Key Differences: In-Person vs Remote

Stage	Key Difference	Actions Needed
<b>Plan</b>	<ul style="list-style-type: none"><li>Adjusted recruitment processes</li><li>Video interviews</li><li>Multi timezone scheduling</li></ul>	<ul style="list-style-type: none"><li>Revise recruitment plan and update your team on new processes and workflow</li><li>Use video conferencing tool that works without VPN for increased quality</li><li>Training on platforms for entire hiring team</li></ul>
<b>Source</b>	No fairs = active sourcing	<ul style="list-style-type: none"><li>Consult <b><i>BSME Partners at a Glance: Who offers What and How?</i></b> for support</li><li>Schedule an 'online recruitment fair'; time bound event drives candidate action through scarcity and loss-aversion</li><li>Leverage owned media (school social channels, staff networks - bonus)</li></ul>
<b>Select</b>	Absence of physical cues in interview	<ul style="list-style-type: none"><li>Create assessment rubric with your team</li><li>Record your interviews (w/permission) for reference</li><li>Pre-interview skills assessment</li></ul>

# Critical Considerations

More than ever, candidates' primary deciding factor will be **TRUST**

Recruitment trust is earned **in two key ways**;

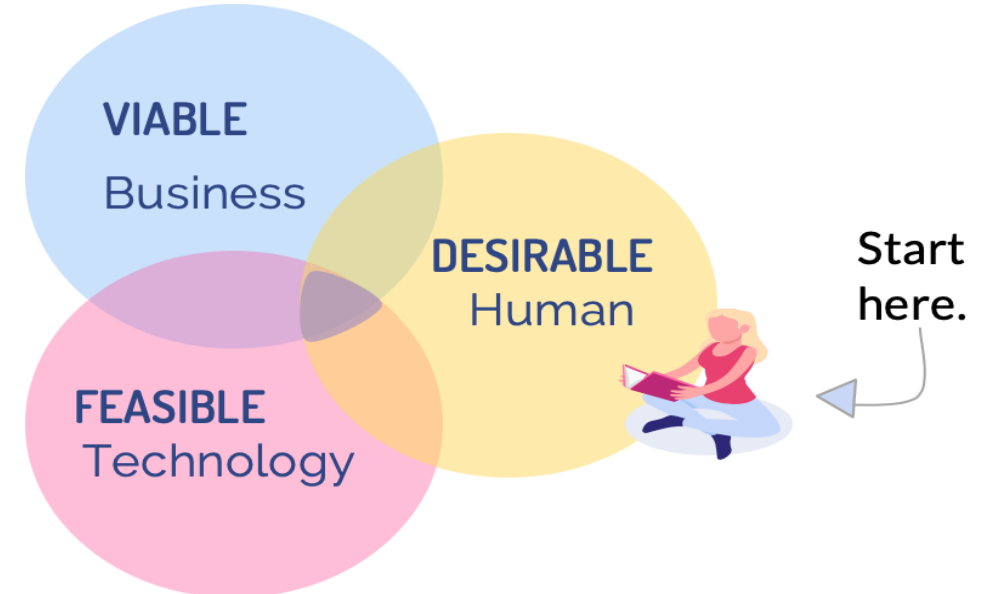
<b>Personal Connection</b>	Regular video messages - a face is always better than an email.
<b>Clarity of Process</b>	External: Transparency and clarity of process. Internal: Ensure hiring/onboarding team aligned on process.

## Remember:

Resist the temptation to revise recruitment as an administrative process.

It's a very human journey.

Start with the candidate.



# Recruiting Senior Leaders

1. Don't delay the recruitment process
2. Attracting a strong field – using as many channels as you can.
  - Search
  - Networking
  - Advertising
3. Selection Process – three key questions to gather relevant evidence:
  - a. Can the person do the job?
  - b. Do they really want the job?
  - c. How would they do the job?
4. Evidence that answers these questions will help identify key skills, experience, competencies, and fit

# Recruiting Senior Leaders

## 5. Selection Tools:

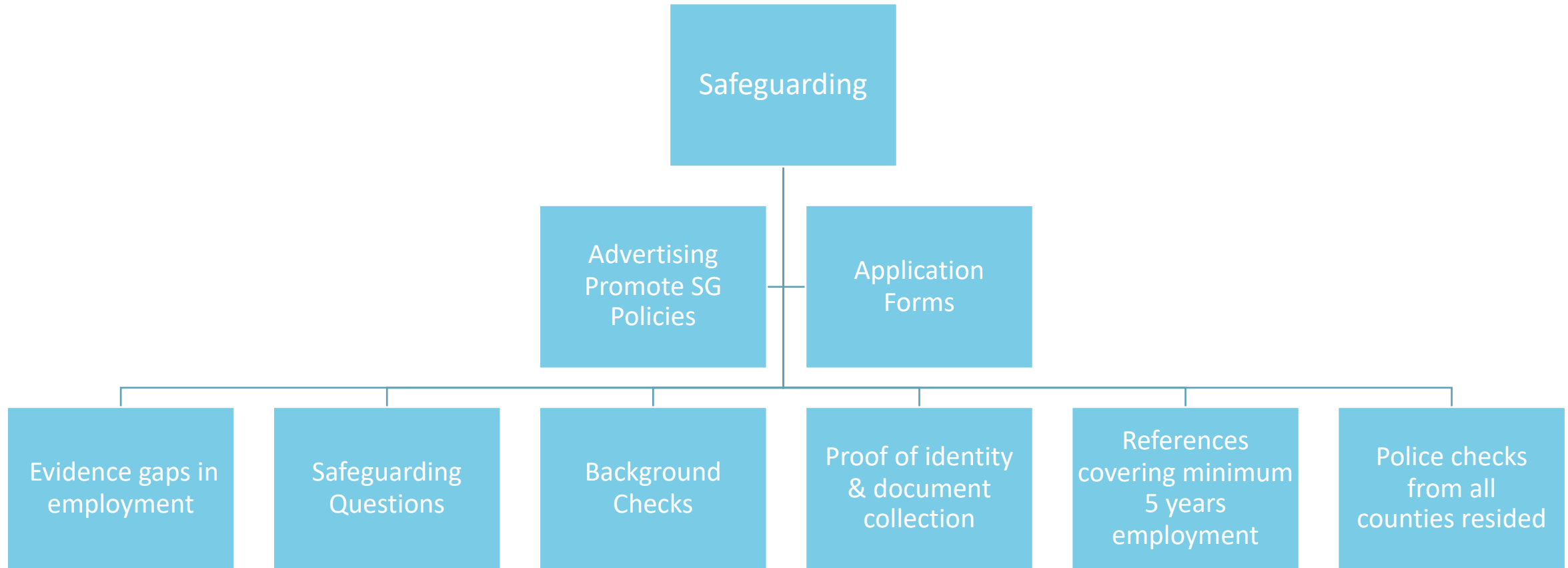
- Application
- References – written and verbal
- Search agency interview report
- Online profile, school inspection reports, etc.
- Video conference meetings with wide selection of school community
- Personality profile assessments: work behaviours, values, motivations
- Online tasks, e.g. data analysis, scenarios, in-trays
- Online final interview and presentation with Board

## 6. Regular communication with the candidate

- Listen to their feedback about what they are learning about the school throughout the process

## 7. Transitional Coaching

# Vetting for Safeguarding in your School



Please refer to BSME's *The Safer Recruitment Workflow* for further reading

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International  
Teacher Solutions  
Education Recruitment & Consultancy

# Candidate Suitability for your School





# Communication | Keep candidates committed and engaged



- Give them peer support tailored to their specific circumstances
- Show them the local area, accommodation, amenities, etc.
- Provide an HR contact with a realistic and communicated timescale to respond to messages or queries
- Offer services like visas or refer to document attestation company
- Send new staff school newsletters, share school good news and connect them to all social media channels
- Offer a school orientation or meet & greet 2 weeks before mobilisation

# Communication | Keep candidates committed and engaged



- Use recruitment firm to offer support and ease the burden on HR
- Outline plans for first few weeks of term and get buy in
- Keep them excited, address any concerns in a positive way immediately
- Offer the services of a relocation company to help with settling in (if the family is happy, they are happy)
- Keep them updated with any Covid-19 related issues, good or bad

# Adapting to online interviews | Planning

- Go Digital
- Pre interview assessment tools
- Consistency - Same interview panel and stages for all candidates
- Plan who will lead on certain stages of the interview
- Confirming - Consider time zone, software and who will be attending
- Early Requests inform interview questions, online portfolio, lesson plans
- Test your software and internet connection
- Back up! Always have a Plan B

# Adapting to online interviews | Execution

- Remove all distractions - mobile phones, screen pop ups, background noise
- First impressions - physical background, be professional, dress
- Timings - Set time expectations, prepare for time delays, be honest about limitations/potential pitfalls of software
- Use video software to live stream lessons or role play for a “student sample”
- Give candidates sufficient time to answer questions and avoid interruptions
- Wrap questions up 10 minutes before end to allow for additional questions
- Confirm next steps
- Allow enough time between interviews

# Considerations for overseas recruitment

## Main implications for recruitment outside of the UK in current climate:

- Attracting talent outside of the UK will be more difficult than previous years
- Recruitment from outside the UK will be relied upon more due to the COVID-19 and the upcoming UK resignation date
- Teachers currently overseas but due to start in August and potential implications



# Considerations for overseas recruitment

## Potential complications of overseas appointments and advice:

- Teachers preparation of documents for employment procedure and approvals
- Communication with new recruits is key
- Align your recruitment strategy to recruit overseas, i.e. consider how you can be best placed to attract overseas teachers



# Security of job offers and contracts



## What if???

- What happens if the school is still on lockdown or, equally, if I am on lockdown and cannot fly out for the start of term? How will this affect my job offer and contractual benefits such as schooling?
- If my new school does not reopen in September, what expectations will there be from me to deliver to students through e-learning?
- What if I fall ill, or even contract COVID-19; will this be covered by medical insurance or will these be personal costs?

# Contractual considerations

- In the event of schools not reopening in September, provide details of how this will affect contracts of new teachers
- Share contingency plans for start dates if staff are unable to fly out in time for the start of the academic year and expectations of e-learning delivery
- Alleviate concerns by sharing staff absence guidelines in the event of falling ill particularly due to COVID-19
- Provide details on the extent of any medical coverage; include any cost implications that may fall on them if they need to return to their home country



# Faisal Majeed



Several online tools have been recommended to us for interviews. Please recommend good and potentially free online interview platforms you have used before.



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+447535 712 026

# Bill Turner



Considering the time pressures schools are under at present, how many CVs should we be requesting from recruiters for every role to be filled?



[bturner@searchassociates.com](mailto:bturner@searchassociates.com)

# Munir Mamujee



The attestation and legalisation of documentation is our biggest concern at present. What is the status of these processes in the UK? What is the expected timeline for these to be completed?



[Munir@m2rglobal.com](mailto:Munir@m2rglobal.com)

+44 7770 865741

# Kris Hair



Are teachers recruited from outside the UK able to obtain Police Checks and Certificates of Good Conduct at present? What do we ask for in lieu of these?

The  
**INTERNATIONAL  
TEACHING PARTNERSHIP**  
*The World is Your Classroom*



[kris.hair@theinternationalteachingpartnership.com](mailto:kris.hair@theinternationalteachingpartnership.com)



# Tom Arnold



We haven't used pre-interview assessments in the past; are there ready-made assessments available for schools to buy or do schools typically create these themselves?



[tom@compassteaching.com](mailto:tom@compassteaching.com)

# Danni Fanton



Are schools allowed to record online interviews?  
What are the regulations around doing this?



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+971509141789

# Roddy Hammond



How many staff should we have on our online interview panel? Does it differ for different roles?



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+44 7870 598556

# Ash Pugh



Our biggest concern is safeguarding. Can you recommend a few questions we can ask during online interviews which will give us a better understanding as to whether a person is safe to work with our children, or, at the very least, shares our schools' safeguarding ethos?



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+1 416-906-2943



# Edward Clark



Are schools using groups of students as part of the remote interview process for the appointment of senior leaders? What are the potential stumbling blocks? How should it be set up?



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+44 7718 588616

# Amanda Maxwell



If our new teachers can't travel to join us on the first day of the new academic year, are we within our rights to require these staff to begin teaching online? What are the considerations we need to put in place to ensure that as an SLT we are supporting the teacher and also ensuring students' safety?

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# Resolving Recruitment in the Region

