



Save time, money and resources in recruitment

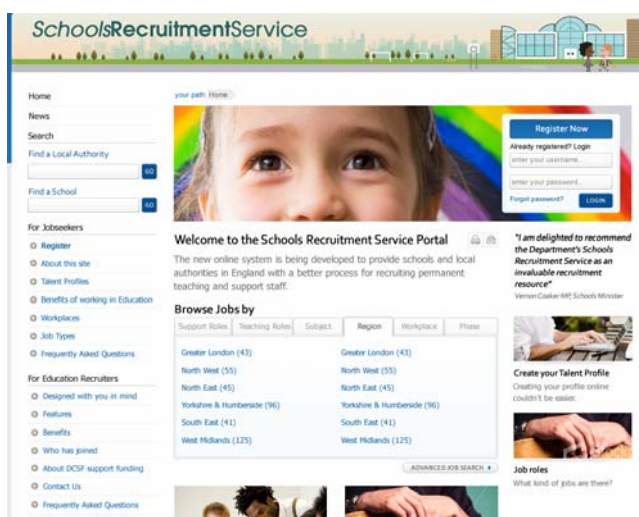
The Schools Recruitment Service is an innovative online system provided by the Department for Children, Schools and Families, in partnership with Tribal. The Service is designed to provide you with an improved process for recruiting all permanent leadership, teaching and support staff.

This online Service will save you time by reducing the administrative burden associated with recruitment. Standardised application forms and job descriptions are available for you to use, and the system will automatically send a response to any applications received. Successful applicants will even be able to book interview slots online. There will be the opportunity to sift and score applicants online, particularly useful for Governors in recruiting Headteachers as it can speed up the process time.

The new applicant tracking technology will mean that for the first time, recruitment and media activity can be fully evaluated and give accurate intelligence about the market place and the success rate of chosen advertising media. This information will help you make more informed decisions about how and where to advertise, what skill shortages there are in the area and how to address these issues.

A national talent pool will be available for you to conduct your own talent search, as and when you need to recruit. You can choose to contact jobseekers in this talent pool directly and invite them to apply for a position, which may reduce the need to run costly recruitment advertisements.

The Schools Recruitment Service will allow you to upload your job vacancies to your schools own branded site within the system. These pages will include your school's logo and can be used to promote your school as an employer to prospective applicants and the vacancies you have available.



This will enable applicants to find out more about yourself as an employer and your 'offering for them in general' as well as easily establishing what vacancies you have available at any point in time.

The Service will allow you to book and formulate advertisement; filter, track and respond to applications; and track the candidate's progress from application right through to appointment. All of these facilities speed up the recruitment process.





Other benefits include:

- An easy to use system with support from approved super users in the Local Authority (or Diocese if applicable), and online training.
- Helps identify the right candidate and have them in post more quickly.
- Cash savings on paper, postage and print, as well as reducing the need for paid advertising.
- Smarter recruitment campaigns - track the success of your adverts, improve targeting of future adverts and minimise the need to re-advertise.
- Attract more applicants - a simple system that jobseekers want to use.
- Improved intelligence around jobseeker behaviour and attraction.
- Contributes to environmental sustainability targets by reducing the need for printed material.
- Manage the entire recruitment process online, including scoring and sifting applications - communicate and share candidate information with your governors, teaching and local authority staff.

Cost

- The cost of using the Service for individual schools is based on headcount. For example, a typical secondary school would expect to pay around £250 per year to use the Service. And for a Primary school it is likely to cost £46 per year for the licence. Please note, however, that this cost may be higher if you are a bigger school or an academy.

For more information about the Schools Recruitment Service, see www.schoolsrecruitment.dcsf.gov.uk

