

Education Sector

Schools - Academy Trust

HAYLEY MINTERN - PARTNER

APPOINTING DIVERSE AND TALENTED PEOPLE ACROSS THE EDUCATION SECTOR

ANDERSON
QUIGLEY



**We believe
Education makes
for a better society**

**ANDERSON
QUIGLEY**

Our Mission

As a business, we are dedicated to supporting clients and candidates in the education, healthcare and not for-profit sectors, along with the wider public services. We have a deep belief in equality, diversity and fairness, and they are at the heart of our values.

Our role is to seek out talent in all its forms, identify future talent and challenge assumptions – we do this by having an open mind about sources of talent, and we see it as our duty to actively challenge the belief of what outstanding talent looks like.

At AQ, we recognise that we have an important role to play in developing and promoting equality and diversity, and we take this role seriously in our advice to clients and our own employment practices.



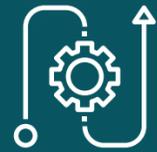
What We Do



Find

Outstanding Leaders

We support Schools, Academy Trusts and Universities to find outstanding leaders. We specialise in senior appointments working with schools both in the UK and Internationally.



Plan

For the future

We can help Schools plan for the future, creating and building leadership and governance capacity. We understand Schools and what makes them great.



Target

The right candidates

Our Search for CEOs, Heads and Executive Principals is focused across Schools and Education Providers both in the UK and internationally.

Our Search for Business Leaders such as COOs, Bursars and Chief People Officers takes us across HE, Not-for-profit and the private sector.

Our Search for Governors and Trustees uses value based recruitment targeting candidates with professional credentials, whose values match yours.

Our Approach

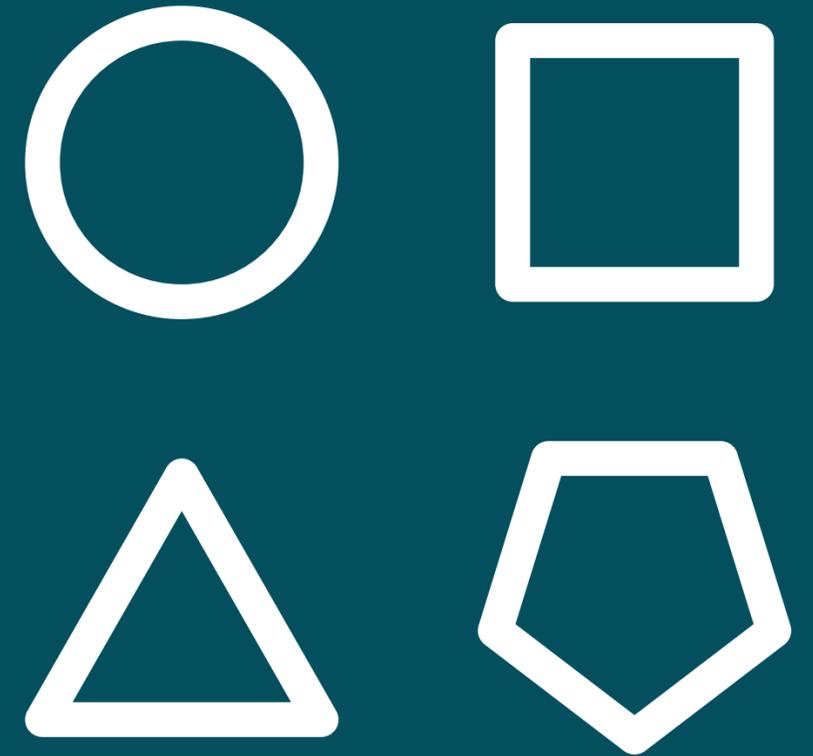
We take a proactive approach to networking, profiling and supporting candidates from the broadest range of backgrounds; for instance, we work with the numerous networks and forum groups on LinkedIn, especially those that are focused on promoting diversity within key senior management and academic appointments.



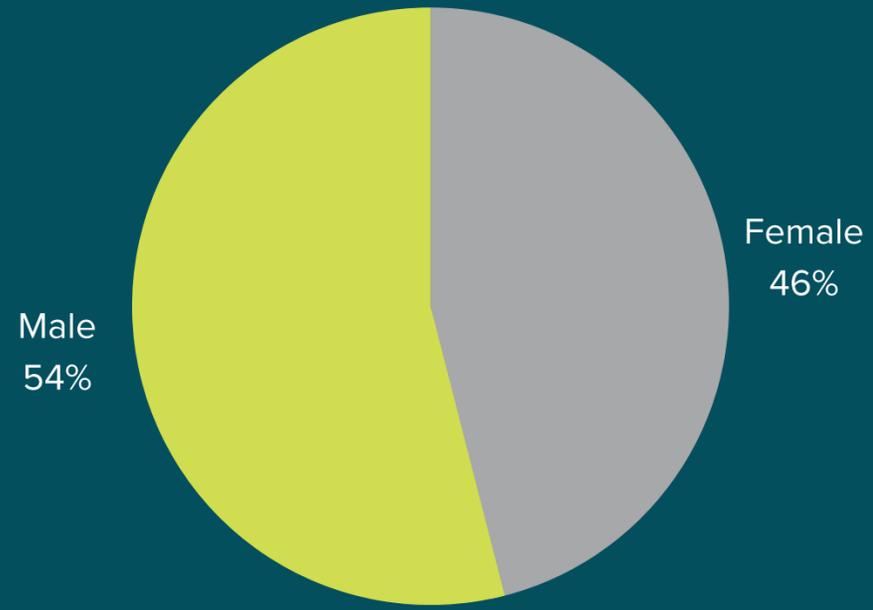
Delivering Diversity

The practical steps we take to ensure that we deliver diversity at long list and shortlist stage:

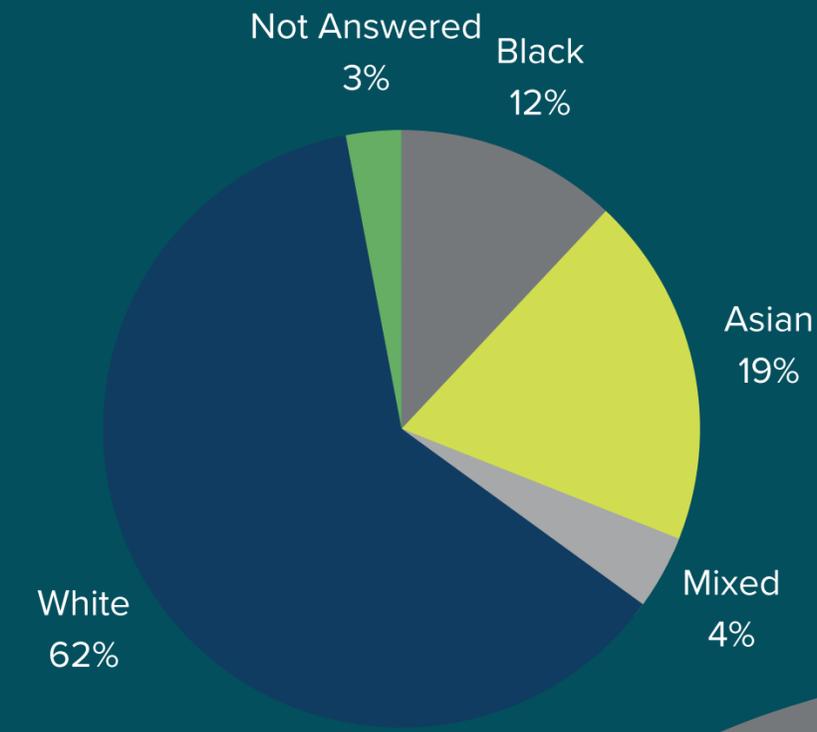
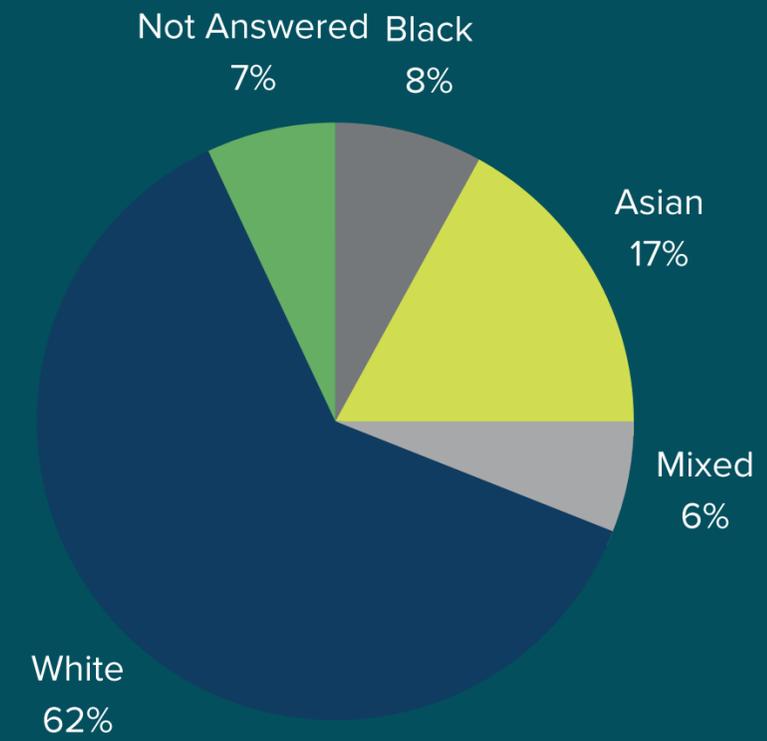
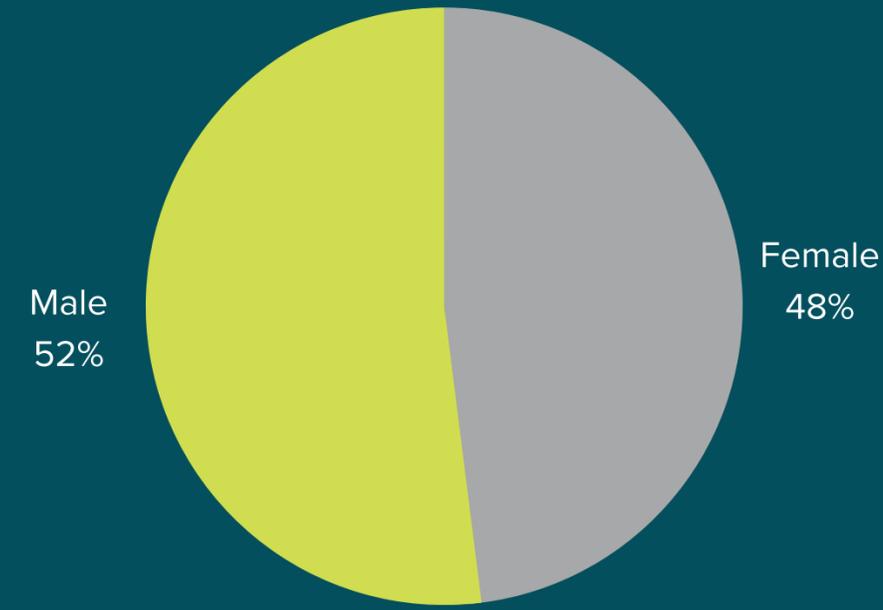
- Develop search lists that are gender balanced.
- Develop search lists that have appropriate representation and foster talent from a wide range of backgrounds.
- Targeting institutions that can evidence a genuine commitment to equality and diversity, for example through the achievement of an Athena SWAN award and those institutions that have clearly stated strategic objectives focused on equality and diversity.
- Testing for evidence of role-modelling inclusive practice and the championing of equality and diversity at preliminary interview stage and through referencing.
- Testing for hard-wired working styles, behaviours and attitudes through psychometric assessment at shortlist stage.



LOONGLIST



SHORTLIST



Our Commitment to You

We are first and foremost headhunters and our ability to access and engage the right candidates before converting them to applicants is our most valuable currency to you. Our research will be specifically tailored to your requirements and will be focused on finding candidates who will meet your specific prerequisites.

The discovery phase is critical in developing new roles and we will spend time with the community to develop the job on paper and in how we market it to candidates – these sessions can be done in person or online. Following the briefing sessions, we will prepare all the job materials, advertisement and candidate pack and host on a dedicated website for you.

We will manage the full search and selection process, seeking your input at key stages. We will update you weekly throughout the search phase and seek your feedback on the conversations we are having, engaging you with some potential candidates directly at this early stage.

We will present details of all applicants to you at longlist stage and will make recommendations.



More than a CV

We create a rounded picture of each candidate, using a number of tools including:

- In depth interviews conducted by our Partners.
- Personality traits analysis.
- Leadership resilience tests.

Personalised Feedback:

The interview panel will have a verbal briefing and Q&A session ahead of meeting any candidates.

Psychometric Assessments:

Our psychometric assessments are carried out by our Occupational Psychologists, who are highly experienced in exploring personalities and leadership themes with senior level candidates, testing out their assertions to discover their true profile.



Contact Us

'Investing in skilled professionals is an investment in your pupils' futures.'

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