

# Talent+Edu



Recruiting talented people  
for jobs in higher education



# We decided to do something different.

**To offer recruitment services designed around the needs of the higher education sector**

TalentEdu offers recruitment services designed around the needs of the higher education sector that are tailored to the requirements of universities. We wanted to build a recruitment business that could recruit talented individuals for the higher education sector in a more flexible and cost-effective manner. And we wanted to do this with a more ethical approach and a real commitment to improving the representation of underrepresented groups within universities.

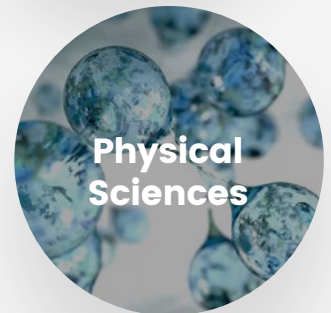
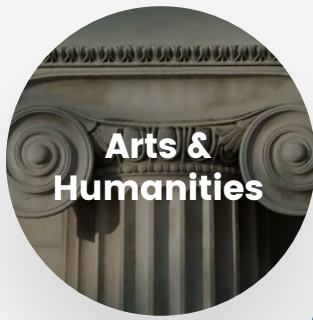
TalentEdu has been developed to work across three core areas of recruitment within higher education; senior leadership, faculty appointments and professional services. To do this, we offer a range of services that fit with the needs of universities. Whether an institution requires a full executive search, assistance with sourcing interims or a more flexible approach to recruiting one or more posts, we are able to provide creative recruitment solutions to meet those needs.



# Senior Leadership

Our executive search team and interim specialists have extensive experience of recruiting senior leadership posts within higher education institutions and other organisations. This has included Vice-chancellors, Provosts and Pro Vice-chancellors along with Deans, Heads of Schools, Colleges and Faculties as well as Directors and Heads of professional service divisions.

Our assignments have included recruitment for universities in North America, the UK and continental Europe, Australia, Africa, the Middle East and Asia. Through our experience of working within higher education, we have an extensive network of senior leaders within higher education along with a proven track record of bringing talented individuals with the required leadership, skills and experience from outside the sector.



# Faculty Appointments

As a higher education recruiter, we are specialists in recruiting faculty at all career levels. The TalentEdu team is experienced in identifying and engaging with faculty research, teaching and management staff and we have supported universities and other organisations for specialist, hard to fill appointments as well as larger scale recruitment campaigns in roles such as:

**Professors and Chairs**

**Readers and Senior Research Fellows**

**Principal, Senior Lecturers  
& Associate Professors**

**Lecturers and Assistant Professors**

**Tutors**

**Research Fellowships**

**Teaching Fellowships**

# Professional Services

We work with universities and other organisations in recruiting experienced and qualified professionals. Our professional services team specialise in recruiting within the core professional service functions of universities, working with institutions to attract individuals with experience of higher education as well as those from other sectors bringing a fresh perspective to your organisation.

**Human Resources**

**Estates and Facilities**

**Finance and Procurement**

**IT Services**

**Marketing and Communications**

**Fundraising, Development and Alumni**

**International Activities**

**Knowledge Transfer and Business Links**

**Library, Records and Information Management**

**Planning and Strategy**

**Registry**

**Research and Innovation**

**Student Recruitment / Admissions**

**Student Services**

**Governance**

# Executive Search

TalentEdu are higher education recruitment specialists with extensive experience of making senior appointments at universities and other organisations across the globe. Our full end to end senior recruitment service combines traditional search methods with a modern and agile approach to ensure we deliver the best appointments for our clients and the best experience for our candidates.



## Search

Key to ensuring a successful outcome is our initial meeting with key stakeholders to gain a complete understanding of the job and the context of the appointment along with the skills, experience and qualities sought for the post. At this meeting, a project plan is developed with delivery dates and communication plan agreed to ensure the campaign is brought to a successful conclusion and to the satisfaction of our clients.

Based upon this briefing meeting, we undertake a comprehensive global search to identify talent with the required skillset and experience. Our research team will carry out talent mapping of relevant institutions and organizations along with extensive

networking and engagement across higher education and other relevant sectors.

Throughout the process we consult with our clients to provide regular updates on the search and check we are on the right track. We provide feedback from our initial research and throughout the process to highlight any challenges and barriers that we have found, which gives us the agility to navigate any challenges in a collaborative manner with our clients.



## Engage

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Based upon our global search, the TalentEdu team will discretely approach identified candidates with a compelling narrative along with a persuasive yet fair depiction of the job and university or organisation.

The TalentEdu team can create a campaign website and recruitment brochure to provide further details about the job and university as well as articulating your Employee Value Proposition (EVP) to bring it to life and attract the best talent. We can also arrange for digital and print advertising and create engaging content to generate interest and engage your target audience.

The TalentEdu project team will engage with all applicants to screen, interview and assess the individual's experience, leadership capabilities, skills and values. Our consultants use a fair and transparent selection process based upon the agreed criteria from the briefing meeting, job description and person specification to provide the longlist to our client with a summary of the search along with equality, diversity and inclusivity data.

## Appoint

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At the longlist meeting we will provide our recommendations based upon our research and interaction with longlisted candidates along with feedback and market insight gained from the search. We agree upon candidates that are of interest and carry out detailed interviews with selected individuals, addressing any specific areas raised by the client. Our team delivers its detailed findings and advice to the client at the shortlist meeting to assist with selecting those for interview.

The TalentEdu team provides support throughout the interview process, liaising with our client to plan and coordinate interviews and any assessments required. In addition, we are able to coordinate all

domestic and international travel arrangements for interviews.

Our experienced team are perfectly placed through the rapport built up with candidates to add real value to salary negotiations, ensuring both parties reach a successful outcome. Upon acceptance of the offer, we continue to work with both the institution and candidate to coordinate any relocation logistics and any final preparations ahead of the start date. Of great importance is ensuring that those unsuccessful receive honest and constructive feedback for future career development and to leave them with a positive experience of the university and process.



# Talent Search

## 01 Project Planning & Briefing

The consultant will arrange to speak with key stakeholders to establish a comprehensive understanding of the post, the department and the institution along with outlining the skills, experience and qualities sought for the post. A project plan will be developed and agreed upon with timescales and a communication plan agreed to ensure the campaign is brought to a successful conclusion.



## 02 Identification & Attraction

Following the briefing meeting, we implement a comprehensive search strategy to identify talent with the requisite experience and skills. This strategy includes talent-mapping relevant institutions and involves extensive networking and engagement across the Higher Education sector and other relevant sectors.

The consultant team will provide a fair yet persuasive vision of the institution and the opportunity to engage potential applicants, whilst at the same time qualifying their suitability and motivation.





**Talent Search is a tailored Higher Education recruitment service that enables you to access the search and talent attraction support you need, without paying for the extras you don't.**

**It's an offering that provides a more proactive approach than just placing an advert but doesn't come with the cost and inflexibility of using a traditional executive search firm.**



## 03 Interview & Assessment

Following the search and engagement of suitable talent, the consultant will have an interview with all relevant candidates to identify and assess their experience, capabilities, interpersonal skills and values to determine their suitability for inclusion on the final shortlist.

## 04 Shortlist & Summary

This is the point where TalentEdu will deliver its recommendations for shortlisting. We present each candidate with a detailed summary, including their CV and any supporting statements along with supporting commentary based upon our interview and assessment. An overall summary will be provided from the search, containing valuable market information and the broader response to the campaign. We also include anonymised equality and diversity data from the search, which can be tailored based upon your institution's reporting requirements.



# Interim Recruitment

TalentEdu's interim recruitment service provides interim solutions for senior management, faculty and professional services requirements. Whether for pressing leadership cover, skills gaps or for a specific project, we provide the best interim leaders, professionals and consultants to meet the ever-changing needs of universities and other organisations.



## Interim Leadership

The TalentEdu team have a proven track record of recruiting interim leaders for higher education institution's senior management teams, heads of professional services and heads of faculty, schools and departments.



## Consultants

TalentEdu provide interim change management and transformation consultants who work with universities and other organisations to develop strategies and plans that create the foundations for any effective strategic change programme.

## Interim Professionals

We specialise in recruiting interim professionals with both higher education experience and those from other sectors with the required transferable skills, experience, qualifications and insight.

**Human Resources**

**Estates and Facilities**

**Finance and Procurement**

**IT Services**

**Marketing and Communications**

# Custom Recruitment

We provide tailored recruitment solutions to fit the specific needs of your university or organisation including large scale talent attraction projects, careers and campaign websites along with bespoke recruitment process outsourcing (RPO).



## Careers websites & campaign sites

We create candidate destinations, from single-role campaign sites to more complex careers websites sites to provide an engaging and professional employer brand-based experience.



## Recruitment Process Outsourcing

We provide a tailored end-to-end Recruitment Process Outsourcing, which combines onsite and offsite delivery. With the candidate experience at the heart of our service, we cover volume permanent and interim recruitment for research and teaching as well as graduate and apprentice programmes.



## Psychometric Testing & Assessment Centre

TalentEdu provides a full suite of psychometric testing along with our assessment centre solution, which enables our clients to assess candidates in an engaging manner through a robust methodology when face-to-face meetings are not suitable.



## Market insight & talent mapping

We work with our clients to provide research and analysis to help deliver strategic level insight to carry out their recruitment activity. With market insight, university leaders and hiring managers can build business cases based on hard evidence to support decision making.

# Speak with the TalentEdu team to discuss your recruitment needs.



**Call Us**

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