

Head of UK Senior School Search

Job description

Location	Remote (UK-based) though travel for meetings is essential
Salary	Competitive salary [plus benefits]
Reporting to	Head of Search UK
Starting date	As soon after mid-March as possible

About RSAcademics

Founded in 2002, RSAcademics is a trusted consulting partner dedicated to helping schools worldwide thrive. We specialise in finding and developing leaders, guiding decision-makers, and shaping educational debate. Our reputation is built on our extensive network, in-depth knowledge, influential research, and the exceptional results we achieve for our clients. At RSAcademics, led by our CEO, Heather Styche-Patel, we are passionate about supporting schools in building strong leadership teams that inspire excellence and positively impact their communities.

Role

As the Head of UK Senior School Search at RSAcademics, you will play a pivotal role in identifying and recruiting outstanding senior leaders for schools across the UK. Your expertise will ensure that educational institutions benefit from the best leadership possible, aligning with our mission to support schools in attracting, developing, and retaining exceptional talent.

Key Responsibilities

Business development: Pitch for new business and develop compelling proposals.

Client engagement: Build and maintain strong relationships with clients to thoroughly understand their organisational needs and recruitment goals and ensure ongoing relationships.

Strategic search development: Design and implement tailored search strategies to identify and attract top-tier candidates for senior leadership positions in schools.

Candidate sourcing: Leverage professional networks, LinkedIn Recruiter, and industry contacts to identify potential candidates and upcoming talent.

Team management: Lead and manage the team of senior school search consultants, ensuring continued training and best practice.

Evaluation and interviewing: Work with Senior Advisors, to conduct robust interviews and assessments to evaluate candidates' skills, experience, and development areas and alignment with client schools.

Market analysis: Stay informed and updated about industry trends, competitive landscapes, and key issues impacting the education sector.

Recruitment process management: Working with the Senior Advisor and Project Manager, oversee the entire recruitment process, ensuring a positive experience for both clients and candidates while maintaining high standards of professionalism and confidentiality. This may include assisting in negotiating employment terms between clients and selected candidates, ensuring mutually beneficial agreements.

Documentation and reporting: Maintain accurate records of all recruitment activities and candidate interactions using Salesforce and other relevant tools.

Safeguarding: At all times, adhere to all safer recruitment policy expectations and guidance and work to ensure that the team of Search Consultants does the same.

Qualifications and Skills

Essential:

- Professionalism, excellent communication skills (written and verbal) and interpersonal skills and an ability to win trust and confidence from clients and candidates
- Leadership skills and the ability to inspire and motivate the team of search consultants
- Strong organisational skills, strong IT skills, efficiency and meticulous attention to detail along with the ability to manage multiple projects simultaneously
- Commercial acumen and strategic thinking skills, with a proven track record of business development
- Interest in education and the desire to find the best leaders for schools and educational organisations
- Self-motivation and the ability to work independently but also as part of a team in a remote setting, demonstrating flexibility and resilience
- Willingness to travel across the UK to attend pitches and interviews, conferences and visit schools

Highly Desirable:

- Prior knowledge and understanding of schools and the UK educational landscape
- Experience in executive search or a similar recruitment role, with a focus on senior leadership positions
- Proficiency with LinkedIn Recruiter, Salesforce, and all MS Office packages

About the Team

The UK Appointments Team is led by the Head of UK Appointments (Claire Oulton). The Search Consultants are led by the Head of Search UK (Angela Short). The Head of Senior School Search UK reports to the Head of Search UK and, through her, to the Head of Appointments UK. This team of three meets (via Teams) daily and, together, oversees all aspects of UK appointments covering Chairs, CEOs, Heads and Deputies. This covers independent and state schools. There is also a Head of Leadership Appointments (Trusts, Academies and maintained schools/colleges), Jane Burton, who leads the state school search team.

The broader Appointments Team includes a Commercial Appointments Division, led by Nina Lambert, and an International Appointments Division, led by Keith Clark. This broader team also meets regularly, liaises over candidates and clients, and shares many of the same strategic goals.

Support throughout every recruitment process is provided by a team of project managers, led by Jonathan Barnes, Head of Operations.

There are weekly meetings (via Teams) of all team managers.

Benefits

A competitive salary is offered. Other benefits include:

- Five weeks' holiday and additional time between Christmas and New Year when we close the office
- Private healthcare
- Membership of the workplace pension scheme
- Training to ensure we keep abreast of the latest developments and bring best practice techniques and approaches to our clients
- Regular company events designed to encourage collaboration and share best practice

Key Dates

Deadline for applications 10am on 27th January 2025

Preliminary interviews (via video) 30th or 31st January 2025

In-person shortlist interviews 5th February 2025

Application Process

Applications should be made electronically. To submit your application please upload your documents following the instructions on the [RSAcademics website](#).

The closing date for applications is 10am on 27th January 2025.

You should submit:

- An up-to-date CV
- A covering letter addressed to Angela Short, Head of Search UK, detailing your relevant experience and suitability for the role. Please ensure your letter is no more than one page in length.

If you have any questions about the application process, please contact Amy Murphy, Project Administrator, at applications@rsacademics.com. Amy can also be reached by calling our Head Office on +44 (0)1858 383184.

About Working at RSAcademics

We offer a supportive and collaborative work environment where your expertise and initiative will directly impact the success of schools and their communities. As a home-based position, this role offers flexibility and the opportunity to work as part of a highly respected team committed to educational excellence.