



# Recruitment support

Educator Solutions HR



**Norfolk** County Council

Educator  
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# Recruitment advertising – Education Job Finder

Recruitment advertising through [Education Job Finder](#) with every advert placed being mirrored on national **UK School Jobs** website.

The screenshot shows the UK School Jobs website interface. At the top, there's a search bar with 'Search by location' and options for London, Norfolk, Suffolk, Wales, Birmingham, Nottingham, and Leeds. Below that, a search bar says 'Search for a different role'. The main content area features an advertisement for an 'Administrative Assistant' at 'Sheringham Woodfields School'. The ad includes the reference number 'MAR20214292', a salary range of '£11,930.40 - £12,100.00', and a 'Back to job search' button. The job description lists duties such as meeting and greeting visitors, managing the school information database, and supporting the Leadership team. A map shows the school's location in Sheringham, Norfolk. The ad also mentions training will be provided and includes contact information for the school.

Service purchased	Cost
HR 'A' subscription	Included (unlimited)
HR 'B' subscription	£62 per advert
Recruitment only subscription	Included (unlimited)
All others	£155 per advert



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# Recruitment advertising – Company page



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**Sheringham Woodfields School**  
Sheringham, Norfolk

About us   Our Vacancies

## Welcome to Sheringham Woodfields School!

We're an Outstanding special needs school in Sheringham, Norfolk and we hope this information will demonstrate to you what an amazing place we work within.

Our pupils come from a wide geographical area of Norfolk, most are provided with local authority transport. We have 111 places in total and our age range is from nursery to sixth form. Our pupils have a diverse range of special educational needs and work at different levels of intellectual ability. All pupils have a Statement of Special Educational Needs.

Our most recent Ofsted inspection (January 2019) rated the school as Outstanding in all areas.

Our enthusiastic and creative staff have experience in meeting learners' needs. We work for a wider community. A key part of our work is to support pupils for the next steps in their life through life skills and being part of the community.

Promote your organisation as an employer on **Education Job Finder** through a **Company Page**.

Service purchased	Cost
HR 'A' subscription	£200 to create
HR 'B' subscription	£400 to create
Recruitment only subscription	Included
All others	£400 to create



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# Recruitment advertising – **Featured Job**

Promote your advert as a **Featured Job** on **Education Job Finder**. Includes one week on front page plus our social media channels.

**Featured Job**



Flourish Federation

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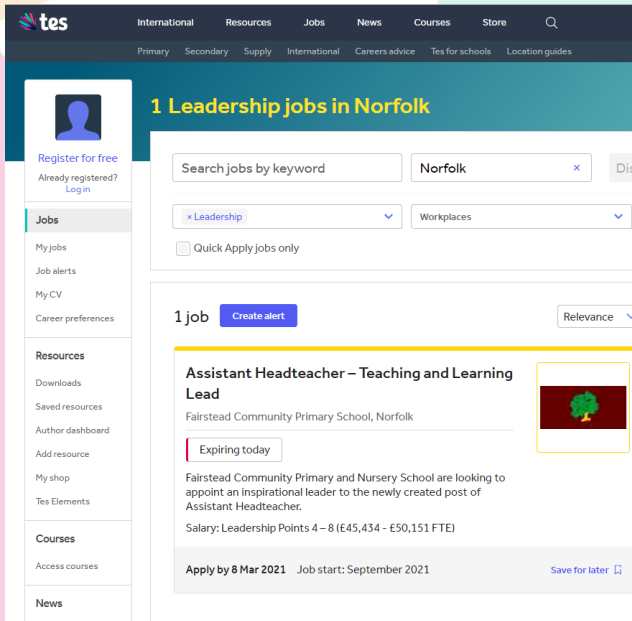
*We're recruiting*

**Executive Headteacher**  
Location: Flourish Federation  
Job-time: Full Time  
Salary: Negotiable

Service purchased	Cost
HR 'A' subscription	£50 per week
HR 'B' subscription	£75 per week
All others	£100 per week



# Recruitment advertising – Media placement



Support through our recruitment team with **placement of adverts in the media** via NCC's media partner, TMP. Cost of advert applies but may be at discount.

Service purchased	Cost
HR 'A' subscription	Included
Recruitment only subscription	May be included
All others	Not included



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# Resourcing solutions – Talent Pools

## NQT Talent Pool

Our NQT Talent Pool is now open for 2021!

Are you looking for your **first teaching role**?

We want you to **apply to our talent pool** if:

- you are currently working through teacher training and looking to secure your first teaching post for September 2021 or
- you completed your training last year but didn't manage to secure a position because of the impact of the pandemic or
- either of the above criteria applies and you are interested in working in a special school or special educational needs setting. You need not have any previous experience of working in SEND. Please indicate your interest by answering YES to the question in the 'Availability and additional information' section of the application form.

Our well established **NQT Talent Pool** is regularly accessed by customers across Norfolk and Suffolk and is also proactively promoted by us. We can help **maximise your chances** of finding a suitable post.

The application form invites you to tell us what you're looking for – e.g. what you want to teach and the general geographical area you would be interested in working in.

Being in the NQT Talent Pool will not prevent you from making applications direct to recruiting schools if you wish, but it will increase your chances of

Access our growing **talent pools** to boost candidate numbers. We currently operate NQT, Plus 1 and 2 teachers, SEND Teachers and Redeployment pools.

Service purchased	Cost
HR 'A' subscription	No cost
HR 'B' subscription	£50 per search
Recruitment only subscription	No cost
All others	£50 per search



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# Resourcing solutions – Norfolk Supply Register

A register of **qualified supply teachers** available to work at short notice.

Safer recruitment checks have been completed.

You choose the (MPR) rate of pay.

No charge if supply develops into contract.



Service purchased	Cost
HR 'A' subscription	Included
All others	£65 per teacher



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# Resourcing solutions – CMS and website link

Potential options for use of full candidate management system for local upload of adverts to Education Job Finder and integration with your organisation’s website vacancies page.

The screenshot shows the Unity Education Trust website's 'Vacancies' page. The header includes the logo and navigation links. The main content area displays three job listings for Teaching Assistant roles. The first listing is for Compass Lingwood School, the second for The Rosebery School, and the third for The Short Stay School for Norfolk. Each listing provides details on location, salary, type, and closing date. A sidebar on the right contains a search bar and a newsletter link.

Service purchased	Cost
HR 'A' subscription	Available
Recruitment only subscription	Available
All others	Not available



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# Resourcing solutions – Hard to fill posts



We may be able to offer **additional support** through our partner organisations with hard to fill posts (at additional cost for HR 'A' subscription customers)

Service purchased	Cost
HR 'A' subscription	Available at cost
All others	Not available

For all customers we may be able to help with advice on recruitment literature.



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# Contacts



Contact  
US

Recruitment advertising and support:

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Redeployment:

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NQT or Plus 1 and 2 teacher talent pool:

[jobads@educatorsolutions.org.uk](mailto:jobads@educatorsolutions.org.uk)



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