



Helping schools and academies to recruit more **efficiently** and **cost effectively**.

DALP - Diverse Academies Learning Partnership

Who are DALP?

The Diverse Academies Learning Partnership (DALP) is a group of academies committed to development and improvement through collaboration and partnership.

DALP is made up of 9 Primary & Secondary Academies across the East Midlands including Tuxford Academy, Queen's Elizabeth Academy, The National CofE Academy and Walton Girls High School.



Main Objective

The primary objective from DALP was to implement a centralised system that would help manage recruitment activity across all 9 schools and academies.

In addition DALP were also keen to explore more cost effective ways in which to recruit with a view to driving down their current recruitment spend and improving their employer brand and direct hiring strategy.

The Solution:

Tailor Made Recruitment Software

Bringing a paper based E&D driven recruitment process online

With an extensive client base of colleges, academies, schools, housing providers and charities, **networx** were able to offer a tailored version of their recruitment software that utilises the latest online technologies to support an Equality and Diversity led recruitment process.

Essentially mirroring their existing processes online, the software was configured to support the way that DALP and each academy recruited introducing the efficiencies of managing each stage online whilst ensuring a discrimination free process was maintained.

Key functionality:-

- ✓ HR can restrict access to confidential monitoring information and anonymise applications automatically.
- ✓ Panel Members use dedicated logins to shortlist online or print applications if required.
- ✓ Panel Lead overviews provide a real time status of shortlisting activity.
- ✓ Equal opportunities monitoring forms are a seamless part of the application process.

Centralising recruitment activity and reaping the benefits

The ability to use one system to manage recruitment across all 9 schools and academies, offers a wealth of cost and time benefits as well as promoting greater efficiency and consistency throughout.

- ✓ Tailored user logins give all parties access to one system allowing applications to be managed in a consistent and timely manner.
- ✓ A suite of communication templates remove the administration burden of acknowledging all applications and providing regular feedback to all candidates throughout the duration of the recruitment process.
- ✓ A centralised talent pool provides access to a larger number of candidates and helps support future recruitment needs across multiple organisations.

Improving the candidate experience

Recruiting the best candidates is increasingly reliant on the type of candidate experience that is delivered.

Our software is designed to provide the necessary tools and flexibility to deliver the best possible process.

- ✓ A sleek and modern online application process.
- ✓ Fully mobile friendly application process.
- ✓ Branded advert templates and bespoke application forms for each academy and each role.
- ✓ Dedicated account that allows candidates to track the status of submitted applications, set up and manage job alerts, book interviews and access the onboarding portal.



Embracing social recruiting

Jobs are quickly shared across the required social media networks using the integrated social media sharing functionality. Existing employees are also encouraged to become brand ambassadors to share vacancies promoting the brand even further.

Improving control, visibility and access to key information

With real time status reports, automated candidate alerts and a suite of customisable reports the software ensures HR and Senior Management Team have immediate access to the information they need to manage recruitment activity and achieve their recruitment objectives.

- ✓ HR are quickly alerted to candidates that have convictions, disabilities, existing relationships, work permits/right to work etc
- ✓ Reports on key metrics can be generated at the click of a button e.g. cost per hire, time to hire, source method and equal opps information.



Engaging with new employees quickly and making them feel like part of the team before they even start

A designated onboarding microsite provides a warm welcome to the newest employees.

Using a secure portal, candidates are provided with access to personal and company specific documents to help reduce the cost of sending out packs by post whilst delivering a premium first impression.

Cost effective recruitment services

Maximising exposure of DALP vacancies

DALP benefited from receiving automatic publishing to the "networkx network" on all of their roles which currently includes:

- ✓ 2,000,000+ registered active job seekers
- ✓ 50,000+ daily visits to the **networkx** jobs page
- ✓ 250,000+ job alerts sent every week
- ✓ Suggested jobs to registered candidates
- ✓ 10+ aggregators (pay per click/sponsored advertising)
- ✓ Universal job match & Glassdoor
- ✓ Social media advertising - LinkedIn, Twitter and Facebook

Reaching passive and active job seekers

With proven **SEARCH** and **ADVERTISING** strategies that target both **PASSIVE** and **ACTIVE** candidates, DALP now utilise and take advantage of our fully comprehensive and cost effective Candidate Attraction and Candidate Management service.

Tailored towards mid-senior level positions, this agency style service provides the level of support DALP requires to fill vacancies and deliver a first class candidate experience without the associated costs.

networkx Website and Database

- ✓ Over 2,000,000 registered candidates
- ✓ Job Alerts sent to registered candidates
- ✓ 50,000+ direct website visitors

Social Media

- ✓ LinkedIn Paid Adverts
- ✓ LinkedIn Recruiter Package to search and send InMails
- ✓ Facebook Advertising & Profile Search
- ✓ Twitter Advertising & Bio Search

Aggregators

- ✓ Advertise on multiple Aggregators
- ✓ Sponsored Advertising on Indeed
- ✓ CV Database Search on Indeed

Job Boards

- ✓ Advertise on Generic Industry & Location Specific Job Boards
- ✓ CV Database Search

Adopting a unique and tailored approach to recruitment, **networx** have recruited a wide range of roles including but not limited to HR Advisor, Head of Marketing & Communications, Head of Estates & Facilities, Executive Assistant Principal x 2, Data & Information Manager, Teachers, Head of Computing/ ICT/ Business, After School Club Assistant, Attendance Officer, Exam Invigilator, Faculty Support, Lunchtime Supervisors and School Counsellors.

Other establishments networx work in partnership with across the education sector include:-

United Learning, Future Schools Trust, Whitgift Foundation, The White Horse Federation, Education Alliance, Dragon School and Ventrus Academy Trust.



**For further information
please visit:**

www.recruitment.software

Email: innovate@networxrecruitment.com

Call: 01943 467766