

CASE
STUDIES

RCC^{hr}

St Helens College



The Recruitment Communications Company Ltd.

Communications that connect

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Finding the right people to lead a business plan

Challenge

St Helens is one of the largest colleges in the north west, and it's growing all the time. The bigger it gets, the harder they've found it to resource talent who've made the leap to management and service-orientated behaviours. What's more, an immediate need to recruit two Deputy Principals made addressing this shortfall a matter of urgency.

The College's, Personnel Manager and Principal approached RCC HR to help them solve these short-term and long-term needs. In short, help them

find the right people and leaders for their business plan.

Strategy

We suggested they use our off-the-shelf Management Assessment Centre solution called 'Best from the Rest Behaviours'. Designed by one of our corporate psychologists, it allowed assessors to observe, record and classify behaviours and then rate individual performance against a specific set of criteria. Or as we call it – identify the 'best from the rest.'

This assessment package included our 'ABC Fitness Test'. Foregoing an individual's past achievements, it measured attitude, behaviour and potential to perform by assessing their ability to learn and accept responsibility for their actions.

Fun and interactive, the whole process ran for five hours and culminated in an interview. This allowed the Principal and Governors to challenge behaviours revealed by the various tests. It also enabled them to match specific candidate behaviours to the two different Deputy Principal roles.

In addition to coaching the Principal

and Governors to run the assessment, our HR Director was there on-the-day to provide guidance.

Result

Short-term, the assessment helped them recruit a:

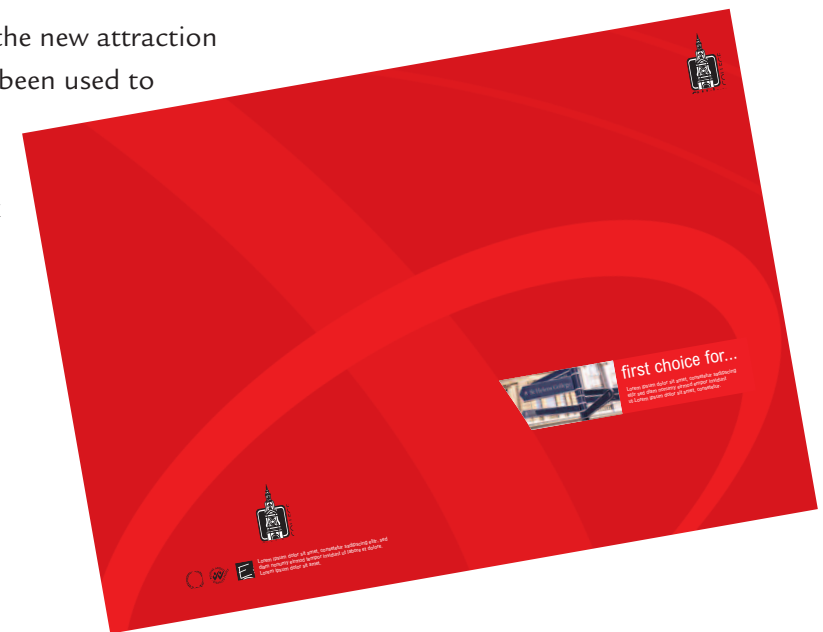
- Deputy Principal of Curriculum with the necessary 'organisation and logic' behaviours.
- Deputy Principal of Resources with the necessary 'quality and the leadership' behaviours.

Both of whom are still in their roles and performing to a high standard.

In the long-term, the new attraction methodology has been used to resource other leaders. But don't just take our work for it:

“This has been an interactive and fun way of recruiting for our senior roles. The candidates have had a great experience and the level of service and integrity of the team at RCC HR has been first-class.”

Pat Bacon
Principal, St Helens College





St Helens College, building on over 100 years' experience of working in partnership with Higher Education institutions, business and industry, is excellently placed to provide the most up-to-date education and training for all its students. We employ over 800 staff and have c25,000 students.



We now require two Deputy Principals to assist the Principal in all aspects of the management of the College, maximising effectiveness and efficiency across the full range of College activity.

Deputy Principal – Curriculum and Quality c£60k

You will be responsible for the strategic development, quality and growth of the College's FE and HE curriculum portfolio, in particular ensuring high levels of student retention and achievement. With a minimum of three years' HE experience at a senior level, including management of students and staff, you will have detailed knowledge of budget management and funding methodologies. A superb communicator, with excellent analytical and negotiating skills, you will be a consummate team player.

Deputy Principal – Resources c£60k

Your main remit will be the strategic development and management of the College's central resources and the maintenance of Category 'A' status. You will provide overall strategic leadership in all matters relating to College finances, HR, ICTD, MIS and student functions, ensuring compliance with regulatory and legislative strictures. A qualified accountant, preferably with a teaching qualification, you will have a minimum of three years' HE management experience at a senior level. Excellent communication and analytical skills are essential, as is a good practical knowledge of IT.

We offer a supportive environment and a commitment to your personal development. In addition to salary we offer a full range of benefits including a contributory pension and 30 days' annual leave plus bank holidays (not applicable to term-time posts).

For an application form and further details please contact the HR Unit, Room 223, St Helens College, Brook Street, St Helens, Merseyside, L69 7GL. Tel: 01744 623315/623302. Completed applications to be sent to: HR Unit, Room 223, St Helens College, Brook Street, St Helens, Merseyside, L69 7GL.

The College is an Equal Opportunities Employer and welcomes applications from all members of the community. We particularly welcome applications from under-represented groups.

first choice for...

...culture

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