



# Executive HEADHUNTERS

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## Head Teacher

### Who are Executive Headhunters?

Executive Headhunters is a generalist headhunting agency. Identifying and attracting senior level candidates around the world, we specialise in one area only: high achievement.

Across every sector of business and industry, we're experts at finding senior personnel with the right combination of specific qualities. It's a service that's significantly different to traditional recruitment, and one that we take pride in delivering with the utmost discretion and professionalism.

We effect a delicate mix of skills: a great deal of efficiency on our part, complete transparency for you, and professional levels of persistence to find the right candidate for your role.

As our clients are happy to testify, challenging placements can be the most rewarding - and we'd like you to enjoy that same sense of immense satisfaction with our services.

### What does this case study show?

In this case study, you'll find out how we helped one of our clients find the elusive perfect candidate:

- Identifying the skill sets needed
- Researching potential candidates
- Targeting the right individuals
- Presenting a small number of people ideally suited to the role

We found the ideal candidate for...

# MICHAEL SOBELL SINAI SCHOOL

### THE BUSINESS

The Michael Sobell Sinai School (MSSS) is a voluntary aided Orthodox Jewish day school situated in the London borough of Brent, and with 682 pupils and 120 members of staff it's the largest Jewish primary school in Europe. It enjoys a great reputation with pupils being drawn from a wide geographical area, and the joint curriculum and its emphasis on Jewish Studies make it an attractive proposition to parents with 25% of the day being devoted to this area.

### THE CHALLENGE

The school needed to appoint a Head Teacher as the current incumbent was due to retire. This had proved difficult for them – they needed someone with a set mix of skills that had been hard to identify in candidates up until this point, with an emphasis on leadership and an ability to meet and exceed targets being vital. They were hoping to take their Ofsted reports from "good" to "outstanding" and so needed someone who had the vision to implement new strategies and take the school to new heights – experience in an educational environment was essential, but so was having an innate understanding of the importance of both parts of the school (secular and Jewish), with charisma and an absolute commitment to the ethos of the school being just as important as anything else.

### OUR CANDIDATES

An understanding of, and a significant commitment to, the religious element of the school was essential. Our candidate also needed to show high levels of emotional intelligence and exceptional people skills. The success of any school is often dictated by the drive, personality and ambition of the Head Teacher, so we knew we had to find someone who could really perform.

### OUR SOLUTION

An individual who already had a senior position in a faith school – someone who understood the nature of this type of environment and who could excel in its challenges.

*"When engaging Executive Headhunters they immediately understood our very complicated requirements and worked diligently on our behalf to satisfy our wish list. We appointed a fabulous candidate in the allotted time frame and are delighted with the level of service we received."*

*Lee Glassar, Chairman of Governors*

## OUR APPROACH

### KNOW OUR CLIENTS

MSSS is a school that enjoys a great reputation, both in terms of child and parental satisfaction as well as in more tangible terms (Ofsted reports). Strategic vision was essential. We'd need someone who could show leadership and people management skills too. The Head Teacher would have to cope with fluctuating staff requirements and would have to take a personable yet professional approach to all areas of management and parent/child interaction. We knew the Board of Governors would want a charismatic leader who could take charge of the school and drive it forwards in the face of continuing competition from smaller establishments.

### IDENTIFY OUR CANDIDATES

Given the prestige of the role (the chosen candidate would be at the helm of the largest Jewish primary school in Europe), we knew we'd need to look for someone that already held a high position in the educational arena. We focused our search on Head Teachers and Deputy Heads of faith schools throughout the UK – location wasn't an issue as much as experience and leadership qualities – and ultimately we identified someone that was perfect for the role.

### ... AND SIMPLY BRING THE RIGHT PEOPLE TOGETHER.

We were able to locate the perfect candidate. Headhunting works in cases like these because of the specific nature of the search. We found someone who could take a leading position at MSSS to drive future change and ensure continued success.

# MICHAEL SOBELL SINAI SCHOOL

## CONTACT US

Find out more about the services we offer. Discover how, specialising only in high achievement, your dedicated Account Manager at Executive Headhunters will work diligently to:

- Reduce stress, release resources and recruit the right people for your business.
- Identify high achievers, and attract senior personnel across all sectors.
- Find exceptional candidates who elude traditional recruitment processes because they are not actively seeking a new role.

Tell us about the roles you'd like to fill and let us bring the right people to your business.

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