



Be part of something amazing...

Our why, our vision: Creating better futures for our children through innovative people solutions.

Who are we – our DNA

We are education people specialists that provide **impactful products and services** to help you manage your people and deliver the best outcomes for children.

Our Heartbeat – what makes us tick

Our clients tell us that **'we just get it'**. We are quite unconventional compared with traditional HR service providers; we exist to help our customers to drive impactful school improvement through a range of intervention tools and techniques. Our people advice and people software are outcome and results driven - **we always put children's education and futures at the heart of our solutions.**

Where we came from – our pedigree

Our team have a vast depth of knowledge in school business management and education HR. That's our pedigree... In fact, our Managing Director worked as a School Business Manager/Consultant for 7 years before setting up Fusion HR in 2011.

Our team of Directors also share the long standing experience and enjoyment of working with those in education. With HR experience as Business Managers and key HR service partners.

Our Group – bringing everything under one roof!

We have been around for a while, and now support over 1000 schools and 100 MATs, we have fused both our services and software products under one group name (FEPS) – Fusion Education People Solutions – providing the full wrap around, end to end solution for all schools and trusts.



Be part of our journey

About the role: Talent Acquisition Partner

Location – Unit A, Cedar Court Office Park, Denby Dale Road, Wakefield WF4 3FU

Working Hours – Monday to Friday 08:30-16:30
(37.5 hours per week)

Hybrid (office 3 days/2 days home working)

Salary - up to £32,000 OTE £55k (uncapped)

What will you do day to day?

- The role is a varied and diverse one where you will be liaising with senior business leaders internally and externally to source the best talent possible to facilitate the growth and development of each organisation. You will be approaching schools and MATs proactively to promote our new service and develop new business.
- This is a 360 role, and you will be responsible for all aspects of the recruitment process. An exciting opportunity with fantastic earning potential.
- Experience of commercial recruitment or as a talent acquisition partner is essential and previous knowledge of education-based recruitment would be an advantage.

Why this job exists?

FEPS is a growing organisation, and we are consistently looking for new talent to join our team. We are therefore recruiting for a Talent Acquisition Partner. The role will be supporting all our internal recruitment as well as launching our new Recruitment/ Talent Acquisition service to schools and MATS.

- Leading an income stream for our new recruitment/talent acquisition service for FEPS focused on leadership recruitment in MATs and Schools.
- Instigating new marketing activity and strategies to promote our services effectively.
- Cross-selling our range of additional products and services to clients where applicable.
- Sourcing talent for all internal vacancies via either head-hunting or job-board advertising
- Supporting business leaders with recruitment and retention strategies
- Being the specialist sales and business development lead for recruitment services
- Advertising and building a strong talent pool for schools and MATs.
- Advising clients on developing retention and engagement strategies via linked-in presence and participation in webinars and workshops.
- Developing a network of thought leaders to support the recruitment and retention crisis in education.

Required skills and knowledge for the role:

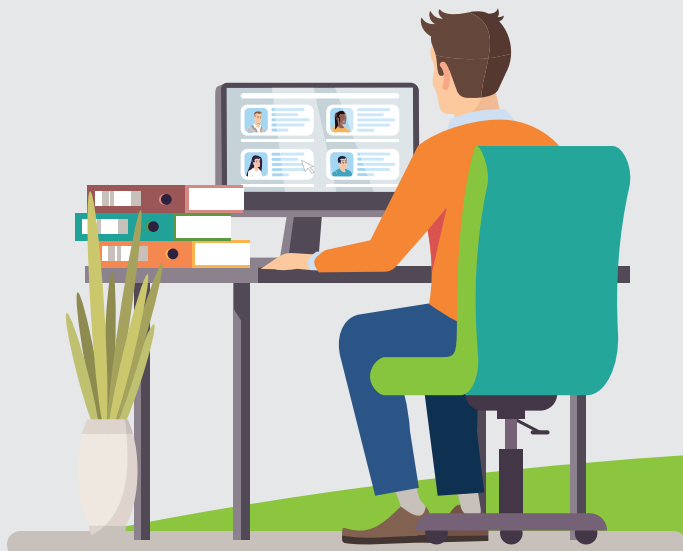
Key to keeping our clients happy, the role requires the following:

- Minimum of 2 years' experience as a recruiter or in a talent acquisition role
- Ability to work to targets and KPI's.
- Full drivers licence

About You:

In addition we ask all our colleagues to contribute through the way they behave, think and feel by demonstrating the following:

- Team player who can work effectively with a range of stakeholders.
- High levels of integrity, honesty and credibility which will inspire confidence and trust from both internal and external stakeholders
- Ability to multitask whilst ensuring attention to detail
- A desire to achieve excellent organisational skills to enable planning, prioritising and delivery of work to tight deadlines and working well under pressure.
- Highly motivated, confident, 'can do' problem solver and self-starter.
- Excellent written and oral communication and interpersonal skills with a friendly disposition.
- Computer literate and able to work at a fast pace.
- Has professional approach.
- Ability to use own initiative and prioritise effectively



Why join us?

There are many benefits on offer for all roles including:

- Seasonal gifts ● your birthday off work
- free fresh fruit and snacks ● barista coffee ● free parking
- career pathway ● employee assistance programme
- parental leave ● BUPA cashback ● enhanced maternity scheme ● summer & winter social events ● flu vaccine
- holiday purchase scheme ● time off for those special times: graduations, nativities & school plays ● volunteering days

You will be working with a variety of people, with different experiences and skills. However, we are also parents, dog owners, gig goers, cyclists, gym bunnies, bloggers and festival goers too. Our team song is 'Don't stop believing'.

We partner to bring a high level of educational HR support. We are driven to deliver everything we do through our values:

Honest and Trustworthy: We trust in ourselves, the relationships we have with others. We build and nurture open, honest relationships across the whole group of companies within Fusion Education People Solutions and with our amazing customers.

Approachable: We make time for others; welcome conversation, and offer a consistent level of engagement which is welcoming and positive. We want to be recognised for being kind and considerate with each other and our customers.

Caring: We have each others back, and offer support without hesitation. Our caring creates an environment of respect, trust, compassion, laughter and therefore a happier place to work.

Robust: We maintain performance in the face of adversity and challenge. We demonstrate high energy across everything we do. We will sometimes struggle and may even fail, some we will win and some we will lose. We will pick each other back up and go on together.

Creativity: We think outside given boundaries in search of better ways. We will be curious, passionate and driven to seek better solutions for ourselves and our customers.

Flexible: We look beyond the obvious to uncover different approaches to get the job done. We are ready to change and adapt, we believe a little disruption will inspire us to improve.

Passionate and Driven: We have a lot of fun doing what we do and our passion keeps us excited about our innovation and future destinations. Always focusing on creating better futures for our children.

Your wellbeing and welfare matter to us:

Body, mind and soul: We want our colleagues to enjoy their time with us, that includes having a balanced mental state, and healthy body and a contented mindset.

We have regular team days, fundraising events and company conferences.

Diversity matters...

The company is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination.

The aim is for our colleagues to be truly representative of all sections of society and our clients, and for each colleague to feel respected and able to give their best.

...and finally...

Get in touch by emailing: Recruitment@feps.co.uk



Fusion Education
People Solutions

Part of FEPS group - Education HR specialists