



education
support
professionals

INDEPENDENT SCHOOL HIRER

Jo Lander

Hiring the right candidates for senior IT positions



We asked **Jo Lander** about working with **ESP** to hire the right people for the right job roles at St. George's.

About the school

St George's Weybridge is a leading independent co-ed Catholic day school for children ages 3-18 years. It offers an exceptional, values-led education in a leafy Surrey setting. The school develops confident individuals and instils a love of learning that ensures students reach or exceed their potential.

How did you start working with ESP?

A few years ago I heard of ESP and it was great to find an education specific recruitment consultancy. They really understand the education sector and we developed a great working relationship. They started to place a few candidates for us and then we used them again for more senior IT roles.

Did it make it easier for you to find good candidates?

Yes absolutely, a lot of preliminary screening is done by ESP. The candidates we see then have a good understanding of the school and what we are looking for. Yes, it is about a time saving for me. ESP have become the bridge between us and the candidates. It takes a few years to fully develop that. We totally trust ESP to go out to the market and we know they will give us very honest feedback.

What support were ESP able to offer during the interview process?

ESP have been able to help us with the more senior IT roles in our school. Steve is great at providing a really



St George's
WEYBRIDGE

detailed picture of candidates and this really helps us in the interview process as we are armed with knowledge. In practical terms, we take over once they've found the right talent. ESP really keep the candidates engaged and keen! Keeping both parties well informed is crucial.

Do ESP follow up with candidates?

After a candidate has joined the school, ESP keep in touch with them and check how they are doing in their new role and ensure they are happy and settled.

What three words would you use to describe your experience with ESP?

• Trusted • Reassuring • Professional

Would you recommend ESP to others?

Yes, we've got an established relationship now and I would recommend them to others and I do indeed do that. If people are looking for an agency they can trust, that's ESP!



To get to know a company like ESP that really understands the challenges of working in a school is quite unusual.

Jo Lander, Director of HR,
St George's Weybridge



Contact us to discuss your recruitment needs



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