

Testing Services - Hiring a New Head Teacher

The Challenge

Chiltern Hills Academy, a school for 11-to-18-year-olds, needed to hire a new head teacher to replace the incumbent who had been there for more than 15 years.

The academy had gone from 'under-performing' to 'good' under their leadership. They now needed to identify the right person with the strategic vision to continue this progress.

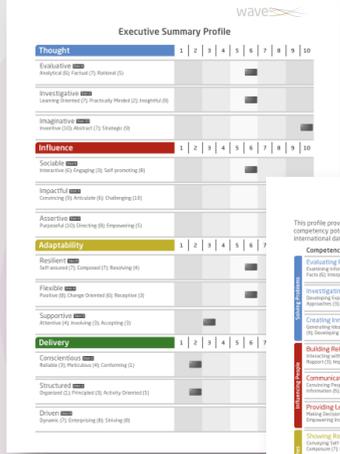
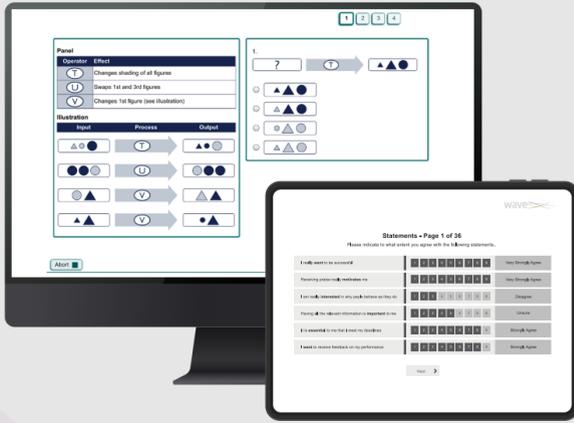


It was also important that the new headteacher demonstrated high resilience and motivation due to the repercussions of Covid-19.

The Solution

The Academy used our 'Consultancy Testing Services' package, where an experienced Saville Consultant worked with them to **scope out the project, administer the assessments** and **deliver a detailed verbal debrief** of each candidate's assessment reports to the hiring panel.

Initially, the academy were asked to complete a Role Profiler, where they selected the top 6 competencies required for success.



The Wave® Professional Styles personality assessment was used to assess the key competencies alongside a Swift Aptitude test (Numerical, Verbal, Abstract Reasoning), assessing cognitive ability.

Based on this, and additional information including the job description, the Consultant prepared an expert analysis of each candidate using insights from our Wave Expert Report.

The verbal debrief consisted of deep dives of each candidate's profile, where the Consultant outlined their strengths and challenge areas against the role profile, as well as questions to probe further in the interview.

The Wave Personal Report, Line Manager Report and the Interview Guide were shared with the hiring panel.



The detailed insights were then used to support interviews, as well as used as additional data points for the rest of the process, which included face to face assessments.



Benefits to the Organization

EFFICIENCY



Using the 'Consultancy Testing Service' meant that that Saville Assessment managed the assessment process entirely, meaning the Academy could focus on other aspects of the recruitment.

QUALITY



The insight shared from the Consultants not only helped the academy understand what each candidate's fit was against the role profile, but also equipped them with Interview questions to verify strengths and probe challenge areas against the critical competencies.

ENGAGEMENT



The candidates reported that the assessments added a level of professionalism to the process. Each benefited from a detailed feedback report at the end of the process too.

The hiring panel were engaged and found the 'Consultancy Testing Service' process to be highly informative and easy to follow, especially given the panel had no prior experience of using assessments.

DIVERSITY, EQUITY & INCLUSION



The assessment process allowed the panel to assess the same competencies in a fair, consistent and unbiased manner across all candidates.



"The flexibility and engagement displayed by the Saville Assessment consultant throughout the process was greatly appreciated. It allowed us to hit tight timescales, and ultimately hire the right person."

Andrew Brown, Chiltern Hills Academy Chair of Governors

