



FE ASSOCIATES

# EXECUTIVE RECRUITMENT CASE STUDY

## Christ the King Sixth Forms (CTK) Director of Human Resources

**Lead Consultant:** Amanda Hart, Senior Recruitment Consultant

### Christ the King Sixth Forms (CTK)

Christ the King Sixth Forms is a group of 3 highly successful Catholic sixth forms - Aquinas, Emmanuel and St Mary's - located in South East London and Kent. Established in 1992, CTK's sixth forms offer exceptional, expert teaching in a welcoming, friendly atmosphere. Each sixth form creates an environment where high achievement is promoted and attained. CTK's vision goes beyond academic achievements with the aim of creating a well-rounded, self-aware, motivated and knowledgeable young person to contribute to society.

**CHRIST THE KING SIXTH FORMS**  
*UT VIVAM HABEAMUS*  
**Director of Human Resources**  
 Salary: £50,000 - £65,000 per annum

Christ the King Sixth Forms is a family of three highly successful Catholic sixth forms located in south east London and Kent. Offering exceptional, expert teaching in a welcoming, friendly atmosphere, each CTK sixth form creates an environment where high achievement is promoted and attained.

We are now seeking to appoint a Director of Human Resources to lead on our people strategy, ensuring that the sixth forms' strategic aims are supported and enabled through the provision and application of an effective and efficient Human Resource service. The Director will champion a culture of positivity, equality, diversity and inclusivity as well as supporting a wide range of activity from staff engagement to staff wellbeing.

Whilst previous experience within the education sector is desirable, candidates must be able to transfer their experience, skills and knowledge into a high performing education setting. Excellent communication and strong organisational skills are key attributes along with an ability to encourage a culture of continuous improvement amongst your team and colleagues. The successful candidate must be CIPD qualified. In return, you will be part of a socially-conscious and values-driven organisation which will support your professional development and growth.

*Join us to be inspired, be extraordinary and be the best you can be.*

We have appointed FE Associates to support us with this crucial appointment. Prior to submitting an application, interested parties are advised to arrange an initial conversation with our lead consultant, by emailing [Amanda.Hart@fea.co.uk](mailto:Amanda.Hart@fea.co.uk), to discuss the role before the closing date.

For more information visit [www.fea.co.uk/ctk-dhr/](http://www.fea.co.uk/ctk-dhr/) Closing date: 9am on Tuesday 27 September 2022  
 Interview date: Tuesday 4 October 2022

### The Brief

Following the resignation of the Human Resources Manager, the decision was taken to create a new role of Director of Human Resources. FE Associates were engaged to provide search and attraction for CTK and we received a very clear outline of the role requirements, skills and attributes that CTK required in a candidate to undertake the role successfully. CTK were seeking operational and technical experience to deliver a full HR service with the strategic objective of creating a new people strategy for the organisation.

### The Candidate Base

Our initial engagement with the candidate market generated 35 individuals for us to follow up with further discussion. Following preliminary discussions and an objective first-stage assessment, we received 6 applications.

### The Selection Process

The 6 applicants were presented to CTK through application forms and recorded first-stage interviews. This was then followed by a shortlisting meeting led by our lead consultant. The shortlisting panel decided to invite 3 candidates to interview.

### The Outcome

Louise Richardson was successfully appointed to the role, taking up the post in December 2022. Louise previously held the role of Senior Human Resource Manager for Schools for the Royal Borough of Greenwich.