

**Part A - Grade & Structure Information**

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| **Job Family Code** | **5BF** | **Role Title** | **Recruitment Assistant** |
| **Grade** | **S5** | **Reports to (role title)** | **THPT Recruitment Lead** |
| **JE Band** | |  | | --- | | **161-191** | | **School** | **The Howard Partnership Trust** |
| **Date Role Profile created** | **March 2019** |
| **Part B - Job Family Description**  The below profile describes the general nature of work performed at this level as set out in the job family. It is not intended to be a detailed list of all duties and responsibilities which may be required. The role will be further defined by annual objectives, which will be developed with the role holder. THPT reserves the right to review and amend the job families on a regular basis. | | | |
| **Role Purpose**  including key outputs | | |  |  |  | | --- | --- | --- | | |  |  | | --- | --- | | Provide HR administrative support within statutory regulations and school policy as a member of the school office team, taking lead responsibility for at least one process, to enable the school to function efficiently.  To support the HR Recruitment provision within The Howard Partnership Trust (THPT) and its wider community. To work as part of the HR Team helping to share information, technical knowledge and project details to provide a comprehensive service.  Working in a team of Partnership HR Recruitment Assistants, reporting to the THPT Recruitment Lead, you will assist in providing an excellent and efficient recruitment and administrative support service to our schools.  Working with the day-to-day recruitment needs of a group of specified schools you will have the ability to work to deadlines in line with clear policies and procedures.  Assist in coordinating the full administrative support service for the whole recruitment process for all staff including: identification of need and placing of adverts, recruitment monitoring, helping to coordinate interview schedules, making up of interview packs and arranging tours of school as appropriate.  Ensure appropriate candidate information is distributed in a timely manner throughout the recruitment process, working with the Partnership HR Recruitment Coordinator and the rest of the team. |  | | | |
| **THPT Work Context and Generic Responsibilities** | | * Maintain confidentiality in and outside of the workplace * Be pro-active in matters relating to health and safety and report accidents as required * Support aims and ethos of the school setting a good example in terms of dress, behaviour, punctuality and behaviour, punctuality and attendance | |
| **Line management responsibility**  if applicable | | N/A | |
| **Budget responsibility**  if applicable | | N/A | |
| **Representative Accountabilities** Typical accountabilities in roles at this level in this job family | | Analysis, Reporting & Documentation  • Ensure information and records are processed and stored to agreed procedures.  • Assist in providing and manipulating basic data for statistical and other reports. May run and present standard reports.  • Prepare and despatch a range of standard correspondence/documents to ensure an efficient response to enquiries and timely conclusion of any process connected with the defined area of activity.  Service Delivery  • Deliver a range of administrative and/or customer/consultancy services in support of existing systems or processes to agreed standards, to maximise service quality and continuity.  • Receive and respond to everyday enquiries from customers to provide a timely, courteous and efficient service.  Planning & Organising  • Support a group of senior staff, ensuring confidentiality, and assisting in the effective organisation of internal/external meetings and activities to support a high standard of office organisation.  • Assess the range and volume of work to be undertaken for the days ahead and plan to ensure it is completed to time and to an appropriate standard.  Finance/Resource Management  • Follow established ordering procedures to ensure adequate resources are available to meet work requirements.  Work with others  • Receive visitors and provide/request basic information in a courteous manner to promote a positive image of the work unit.  Duties for all  Values: To uphold the values and behaviours of the organisation. Equality & Diversity: To work inclusively, with a diverse range of stakeholders and promote equality of opportunity.  Health, Safety & Welfare: To maintain high standards of Health, Safety and Welfare at work and take reasonable care for the health and safety of themselves and others.  To have regard to and comply with safeguarding policy and procedure as appropriate. | |
| **Education, Knowledge, Skills & Abilities, Experience and Personal Characteristics** | | * Minimum 3 GCSEs at Grade C or above, or equivalent, or able to evidence ability at an equivalent level. * Familiar with one or more of the specific processes used in business, communication, financial or HR administration. * Ability to apply relevant health and safety, equality and diversity, and other county/service policies and procedures. * Competent in a range of IT tools. * Ability to work with others to achieve objectives and provide excellent customer service. * Good written and oral communication skills with the ability to build sound relationships with staff and customers. * Ability to prioritise and plan own workload in the context of conflicting priorities. * Experience of working in a busy office environment. | |
| **Details of the specific qualifications and/or experience if required for the role in line**  **with the above description** | | The successful candidate will be subject to a satisfactory enhanced disclosure from the Disclosure and Barring Service (DBS). THPT is committed to the safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. | |
| **Role Summary** | | Roles at this level provide a business support service as part of a specific service or service team. They work within established processes and procedures, resolving problems or queries with the more complex issues referred to others. They support more senior staff by executing the detailed processes in specific aspects of business, financial, communication, facilities and/or HR administration and will be fully versed in all procedures of their specialism. They will be subject to supervision but will be expected to organise their own workload and set their own priorities within short, e.g. day-to-day timescales. They may support a group of more senior staff with some of the more routine duties and ensure matters are dealt with appropriately when they are out of the office. Some roles at this level may be more restricted in terms of variety or organisation of tasks than others. Where this is the case, customer service may be the predominant feature. | |

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