

**Affordable, fixed-fee
recruitment support
without the traditional
agency fees.**

AD+alent
The Simple Hiring Solution



**A Simpler Way for Schools, Academies,
Trusts and Colleges to Recruit**

Recruitment Takes Time

Recruitment in education takes time. Writing effective job adverts, choosing the right advertising channels, reviewing applications, screening candidates and managing communication can quickly add to an already busy workload.

For schools, academies, trusts and colleges, recruitment is just one of many competing priorities, and keeping costs under control matters too.

That's where Ad Talent comes in.

We provide flexible, fixed-fee recruitment support tailored to the level of help you need. From advert writing and job board advertising through to application management, CV screening and shortlisting, we can take care of the time-consuming parts of the recruitment process.

You keep control of the hiring decision. We simply make getting there easier, more affordable and less time-consuming.



Fixed Fee Recruitment

A simpler alternative to traditional recruitment agency fees

Traditional Recruitment Agency

Percentage Based Fees

- Fees typically linked to salary
- Costs increase with higher salaries
- A fee is usually charged for each successful hire

Ad Talent

Control	Fixed Fee	Support
• You make the hiring decisions • Choose the support you need • No obligation to hand over the whole process	• One clear campaign cost • No percentage of salary • Multiple hires from one campaign at no extra placement fee	• Professionally written job adverts • Advertising across leading job boards • Application management and candidate screening available

Why Choose Ad Talent?

Traditional recruitment agencies typically charge a percentage of the successful candidate's salary. For schools, academies, trusts and colleges recruiting across multiple roles, those fees can quickly add up.

Ad Talent works differently.

You pay a clear, fixed fee for the recruitment support you need, regardless of the salary attached to the vacancy. There are no percentage placement fees, and if your campaign produces more than one successful hire, you are not charged an additional placement fee for each candidate.

Our support can be tailored to each vacancy, from professionally written and optimised job adverts and multi-job-board advertising through to application management, CV screening and shortlisting.

You stay in control of who you hire. We simply make the recruitment process easier, less time-consuming and more cost-effective.

How It Works

Flexible recruitment support, built around you

Understand the vacancy

We start by understanding the role, your requirements and the type of candidate you need. Every campaign is tailored to the vacancy, your organisation and the challenges involved in attracting the right people.

Write and advertise

We create a professionally written, keyword-optimised job advert designed to attract relevant candidates. Your vacancy is then advertised across leading UK job boards and appropriate channels to give it strong visibility.

Manage applications

Depending on the level of support you choose, we can manage incoming applications, review CVs, screen candidates and help identify the strongest people for you to consider. This reduces administration while making sure suitable candidates are not missed.

You stay in control

You decide who progresses, who you interview and ultimately who you appoint. We provide the recruitment support around you, giving you as much or as little help as you need.





Roles Supported

At Ad Talent, we support recruitment across a wide range of education roles, from operational and support positions through to teaching and senior leadership.

Whether you are recruiting for one hard-to-fill vacancy, building a new team or managing recruitment across multiple sites, we can tailor our support around your requirements.

Teaching & Learning •
Administration • Finance • HR •
Estates & Facilities • Catering &
Domestic • Pastoral & SEND • IT •
Senior Leadership

From support staff to senior leadership, one simpler way to recruit.

Tailored Support Services

Every education organisation recruits differently. That's why our support is flexible, allowing you to choose exactly what you need for each vacancy.

Whether you need support with one part of the recruitment process or would prefer us to manage more of it, we can tailor our service around your internal recruitment process.

You remain in control throughout, while we take care of the time-consuming recruitment tasks around you.

Choose the support you need, pay a clear fixed fee and keep your recruitment costs under control.



Advert Writing | Job Board Advertising | Application Management | CV Screening |
Telephone Screening | Candidate Shortlisting

Job Board Reach

Your vacancy needs to be seen by the right candidates, not simply advertised.

Ad Talent promotes your vacancy across a broad network of leading UK job boards and recruitment channels, helping you reach candidates actively looking for opportunities in education.

We tailor the advertising mix to the role, location and candidate market, rather than taking a one-size-fits-all approach.

The aim is simple: give every vacancy the strongest possible opportunity to reach the right people.

Putting your vacancies in front of more of the right candidates.



A Recruitment Partner You Can Trust

At Ad Talent, we believe good recruitment starts with understanding what you need and delivering exactly what we promise.

We work in partnership with employers, providing clear, honest and flexible recruitment support without the high percentage fees associated with traditional agencies.

As an Incensu Registered Education Supplier, Ad Talent has been independently listed within a trusted supplier directory used by schools and education organisations across the UK.

Our approach is simple: transparent pricing, responsive support and recruitment services tailored around each vacancy and organisation.

No percentage placement fees. No unnecessary extras. Just practical, flexible recruitment support designed to make hiring simpler.



Awards, Recognition & Education Credentials



Ready to Make Recruitment Simpler?

Whether you have one vacancy or ongoing recruitment needs, we'd be happy to talk through how Ad Talent can support you.



Let's talk about your next vacancy.

AD+talent
The Simple Hiring Solution



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