

# Reshaping Recruitment at Brooklands College

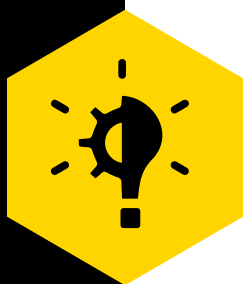
## At a glance

Brooklands College faced disorganisation and inconsistency, resulting in inadequate hires. Dovetail & Slate streamlined the process, reduced the agency roster from 12 to 7, and brought unprecedented efficiency, with a notable 2-day turnaround for critical roles.

**ON TRACK TO BE  
COLLEGE'S SOLE  
RECRUITMENT  
PARTNER**



**2-DAY  
TURNAROUND  
FOR CRITICAL  
ROLES**



**20% INCREASE  
IN STUDENT  
SATISFACTION**



## THE CHALLENGE

Brooklands College struggled with a recruitment process that was both time-consuming and unpredictable. The college's hiring managers were overwhelmed with the number of recruitment agencies they used, leading to a lack of communication, poor-quality candidates, and safeguarding concerns.

They needed a solution to improve communication and ensure the quality and reliability of candidates. This was even more apparent in two particular situations: a senior interim role was urgently required, as well as a beauty lecturer who was off sick for an unknown amount of time. They needed to quickly and efficiently fill these positions.

## THE SOLUTION

Brooklands College began by exploring recruitment agencies online and this is where Dovetail & Slate addressed their challenges head-on; they delivered two CVs for the senior role within a day, which is an unheard-of turnaround time.

The quality of both candidates was spot on, and so the college continued to use Dovetail & Slate for additional recruitment requirements, and the agency consistently sourced temporary staff who integrated seamlessly into the college culture, aligning with their recently implemented values.

Similarly, when a beauty lecturer went off sick for an unknown period, Dovetail & Slate found an outstanding replacement lecturer who was in the position within 2 days. This was a unique approach for the college, which had previously battled with agencies that didn't understand who they were or their culture. This approach built a strong partnership between Dovetail & Slate and Brooklands College.



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## THE RESULT

The impact of Dovetail & Slate's solutions was transformative for Brooklands College.

The streamlined process, rapid turnaround times, a single point of contact, and a deep understanding of the college's needs led to significant improvements.

The college experienced a notable increase in attendance across various courses, and student satisfaction soared by 20% compared to the previous year, as revealed in a recent student survey.

The college has commended Dovetail & Slate on their consultants, who are all friendly, respectful of their time, know when to push and when to hold off, understand the college and who they're looking for, and exhibit brilliant communication.

## TESTIMONIAL

Why would we go anywhere else if we're getting exactly what we need from the agency?

Dovetail & Slate hit the nail on the head every time. The consultants are patient, respectful of our time, and approachable. They understand us and know what we need. It's a partnership as opposed to a transactional relationship.

Six months ago, we had 12 different agencies, and we couldn't tie anyone down. We've now reduced this down to 7, with the intention to reduce this down even further. Dovetail & Slate has sourced the majority of candidates within the business. We have 14 agency staff, and Dovetail & Slate has found the majority of these. Any contracts that are coming to an end will be replaced through Dovetail & Slate.

We are so grateful for the work everyone puts in and we look forward to working with Dovetail further.

**Riannon Seal, People Partner**  
**Brooklands College**

## CONTACT US

Ready to reshape your recruitment processes?

Contact us today to explore how Dovetail & Slate can reform your hiring strategy.

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