

A man with a beard and short hair, wearing a light blue button-down shirt, is smiling and looking towards the left. The background is a bright, blurred indoor setting with a window and a plant.

Talent Architecture

Precision Hiring for School Leadership

EDU Talent

Talent Architecture

We make your people your competitive advantage

Talent Architecture removes the guesswork from a recruitment process.

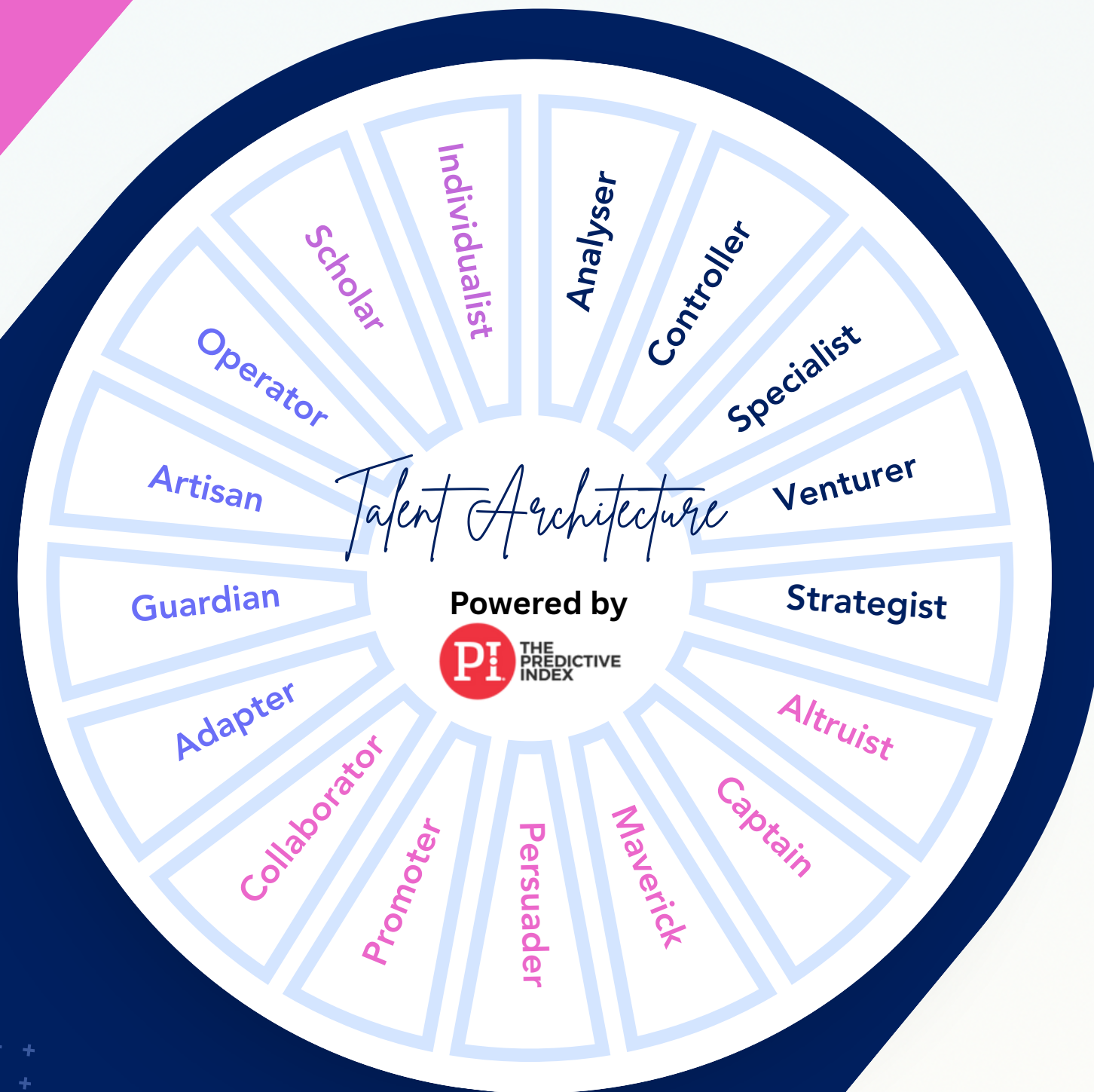
Powered by **The Predictive Index** and based on six decades of behavioural science, our focus is talent optimisation, so you can drive student outcomes and enrolments.

We believe in a hands-on approach that goes beyond simply posting a job and headhunting. The Predictive Index integrates crucial **people data** into your hiring process, helping hiring managers understand each candidate's behavioural profile. This profile provides insight into a candidate's:

- **natural strengths**
- **key drivers**
- **cautionary areas for development.**

Talent Architecture is a three-phase process (*refer to page 5*).

EDU Talent



Holistic Approach to Recruiting School Leaders

To ensure a successful hire, we first **understand the unique context** and behavioural makeup of your school's leadership team. This crucial initial phase allows us to take a proactive and holistic approach to recruiting.

We then use these insights to **strategically craft job advertisements and proactively headhunt** leaders with the precise behavioural, experience and skillset needed for the your leadership team.

To ensure a successful hire, we design a **structured interview process** that leverages The Predictive Index and industry best practices. This same data then informs the development of individualised onboarding plans, tailored to a new hire's unique learning style identified in their cognitive assessment.



APPLICANT NAME
You are an Adapter!

Self Awareness
Your motivating drives tell us that you tend to be:

- Moderately** Independent and Cooperative
- May need some** Balance of: Independence and Encouragement
- Moderately** Outgoing and Introspective
- May need some** Balance of: Opportunities to interact and Opportunities to reflect
- Moderately** Agreeable and Intense
- May need some** Balance of: Long-term a liation and Variety

At Work
Your colleagues may perceive you as someone who is naturally:

- Task- or people-oriented**
Relative persistence as goals are pursued; keeps at it even when problems pop up. Steady, slower to change.
- Proactive or responsive**
Risk-taking and focus on future goals; more concerned with the future than the past. Adaptable, operates exibly.

Your Journey Forward
To continue becoming more self-aware and drive your workplace behavior forward:

Request more insights and behavioral tools from your PI expert. [Send a request now](#)

Learn how to leverage these insights today. [Show me how](#)

Assessment Date: Behavioral ID: 701-3397-398

2025 July 21

Executive Search and Headhunting Strategy



LINKEDIN RECRUITER

Leveraging a decade of expertise, we specialise in discreetly and strategically poaching school leaders and executives via LinkedIn, turning passive prospects into your most valuable leaders.



SEEK TALENT SEARCH

On SEEK Talent Search, our work is meticulous. We use advanced filters to pinpoint individuals who match our archetype. We also utilise the platform as an intelligence-gathering tool.



CLASSCOVER HEADHUNTER

Using alternative teacher job advertisement platforms like ClassCover and Teachers On Net adds depth and variety to our sourcing strategy. We utilise ClassCover's headhunting feature similarly to how we use SEEK Talent Search.



Talent Architecture Process

Conduct a behavioural profile assessment of the school leadership team to identify desirable behavioural characteristics for a well-balance leadership team.

DISCOVERY

Design the job advertisement informed by the results in the discovery session and key word methodology from the Predictive Index, along with a multi-sourcing approach to advertising.

ADVERTISING

Present school leadership with a longlist of candidate application packs, along with their behavioural assessment results.

SHORTLISTING

Conduct reference checks and employment verification checks and undergo cognitive assessments to inform the individualised onboarding plan.

VERIFICATIONS



Step 1

Step 2

Step 3

Step 4

Step 5

Step 6

Step 7

Step 8

Step 9

CONTACT

3 - 5 days*
(Phase 1)

ARCHETYPE

10 - 15 days*
(Phase 2)

HEADHUNTING

INTERVIEW

5 - 7 days*
(Phase 3)

ONBOARDING

Initial contact to discuss staffing needs for the school and to conduct a job briefing.

Collaborate with the hiring manager/Principal to design an ideal candidate archetype, leveraging school needs, strategic direction and insights from The Predictive Index.

Headhunt for appropriately aligned candidates via the EDU Talent Talent Pool, LinkedIn Recruiter, Seek Talent Search and ClassCover Headhunter

Design a structured interview process to challenge candidates, utilising The Predictive Index and industry best practices.

Based on the individuals cognitive and behavioural assessment design an individualised onboarding plan aligned with their learning styles to set the new employee up for success.

*in reference to work days, Monday to Friday



Contact Us

For a FREE consultation and demo contact us directly!

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A man with a beard and short hair, wearing a light blue button-down shirt, is smiling and looking towards the left. He is sitting at a desk in what appears to be an office or meeting room. In the background, there is a window with blinds and a potted plant. The overall atmosphere is professional and positive.

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