



Job Title

Resourcing Manager – Momenta, Blenheim Schools Support & Tute

Location: Hybrid – Bolton based twice per week

Contract: Permanent, 37.5 hours per week

Reports to: Head of Resourcing UK

Salary: Up to £45,000 per annum, dependent on experience + benefits

About the Group & Brands

Outcomes First Group is one of the UK's largest and most innovative education and children's services providers. We believe that every young person can flourish when given personalised support and the right environment. This role will support three of our brands:

- Blenheim Schools - delivering inclusive, high-quality independent and international education for all ability levels.
- Momenta Connect - supporting pupils in mainstream schools to overcome barriers, re-engage and succeed.
- Tute Education – providing flexible online education solutions for non-mainstream settings, reinforcing our digital growth and reach.

This Resourcing Manager role plays a key part in enabling these brands to attract, hire and retain the kinds of people who will deliver on that mission.

Job Purpose

The Resourcing Manager will lead the end-to-end recruitment strategy and operational delivery for Momenta, Blenheim Schools and Tute. You'll partner with senior leaders across the three brands to forecast, attract and secure top talent, and manage a resourcing team or external resource as required.

You will ensure each brand's unique identity, values and talent needs are understood and embedded in the recruitment process while driving efficiency, quality, diversity and candidate experience.



Key Responsibilities

Strategy & Workforce Planning

- Partner with leadership across Momenta, Blenheim and Tute to understand their workforce plans, growth, retention and specialist requirements.
- Create targeted resourcing strategies per brand, reflecting their brand identities, operational models (mainstream, specialist, digital) and competitive market.
- Provide market insight (talent supply, competitor hiring, salary benchmarking) and advise hiring managers accordingly.

End-to-End Recruitment Delivery

- Manage full lifecycle recruitment: job brief, sourcing, screening, interviewing, offer, onboarding, and early retention.
- Oversee a high-volume and specialist hiring mix across the three brands, including leadership roles, teaching/therapeutic roles, online education roles, and support functions.
- Ensure continuity of candidate experience, timely communications, and professional brand representation.
- Monitor key metrics (e.g., time to hire, quality of hire, conversion rates, cost of hire) and drive continuous improvement.

Stakeholder Engagement & Brand Alignment

- Work closely with brand HR/People partners, hiring managers and senior leadership to define role requirements, select appropriate sourcing channels, and shape inclusive attraction campaigns.
- Collaborate with marketing and employer-brand teams to promote each brand's unique employment value proposition.
- Build trusted relationships and enable hiring managers to lead effective, consistent interview and decision-making practices.

Team & Process Leadership

- Lead, coach and develop a small team of resourcing/coordinator staff, or manage outsourced recruitment partners.
- Ensure processes are best-practice, inclusive and aligned to safeguarding and safer-



recruitment requirements (critical in education & children's services).

- Identify and implement process improvements or automation (e.g., ATS optimisations, talent pipelining, scheduling systems) in partnership with central functions.

Reporting & Insight

- Produce monthly and quarterly dashboards and reports showing recruitment performance, pipeline health, talent-market insights and progress toward strategic goals.
- Use data to identify bottlenecks, cost-savings, diversity outcomes, and make recommendations to leadership.

Measures of Success

- Achievement of agreed time-to-fill and quality of hire metrics across the three brands.
- Hiring manager and candidate satisfaction scores meet or exceed target thresholds.
- Diverse pool of candidates attracted and appointed (e.g., meeting diversity hiring goals).
- Strong retention of new hires at 6- and 12-month mark.
- Clear, efficient recruitment processes in place for each brand, with minimal errors or delays.
- Resourcing team development: high performance, low attrition, strong engagement.

Experience, Skills & Qualifications

Essential

- Proven experience in full lifecycle recruitment (360 recruitment) within a fast-paced, multi-brand or multi-division environment.
- Experience recruiting for senior/executive (C-suite) roles and managing a team or recruitment function.
- Strong stakeholder management skills; able to influence senior leaders across multiple business units.
- Excellent verbal and written communication skills; confident presenting to senior stakeholders.
- Strong data literacy: comfortable using Excel/charts/ATS reporting, able to interpret recruitment metrics and drive actions.
- Experience with sourcing tools, applicant tracking systems (ATS) or CRM systems.
- Demonstrable campaign design and candidate attraction (including direct sourcing



techniques).

Desirable

- Experience in education, specialist, digital learning environments or children's-services context.
- Exposure to employer branding or working in partnership with marketing/employer-brand functions.
- Experience managing change in recruitment processes (e.g., introducing automation, improving candidate journey).
- Sound understanding of safeguarding/safer recruitment practices (important in education sector).