

TOP 10 TIPS FOR FINDING AND RETAINING QUALITY STAFF

1. Have a positive team culture, a place where people are going to be happy to want to come in to work.
2. Have an attitude of wanting to guide and lead a team of awesome educators, sometime they need our patience.
3. Be clear in your philosophy, that is what it is you want to see delivered by your team- therefore this is your expectations from your employees.
4. Your interview questions you ask should relate to what you expect the educators to be able to deliver in their role whilst working in your service.
5. Ensure your job description lists out the relevant experience, duties, and qualifications for the role. This will help make sure your new employee will be competent.
6. First impressions count when you first meet a prospective employee but also look beyond the exterior and look for the right personality fit for you team/ organisation. REMEMBER they are likely to be nervous at interviews.
7. During the interview sell your organisation and make it stand out from the rest, by doing this the best staff will want to work with you.
8. Make sure your potential new employee is committed to finding a long-term job.
9. Employees love to be recognised so don't forget to praise your staff- show your appreciation of their commitment to your service/ team.
10. Partner with Matchup Recruitment and we will help you find the quality staff that you need.