

# Outplacement Support and Career Transition Package



## We understand the financial challenges in Higher Education have resulted in universities reevaluating their size and shape to best meet the needs of the future.

During these challenging times universities are making tough decisions to secure the future stability of their institution, in some cases sadly resulting in redeployment and redundancy for staff. We understand the priority for institutions is to support those impacted by these changes, whether that be transitioning into new careers within or outside the sector, or helping them to make the most of new roles and opportunities.

We offer a practical and affordable approach, bringing the expertise to support staff members to navigate these changes by equipping them with tools, guidance, and confidence to transition to new job opportunities effectively. Our experienced consultants bring many years in career transition and recruitment into senior executive, non-executive and interim roles across Higher Education, as well as in public sector and not-for-profit organisations.

We understand the breadth of University professional service roles and the opportunities and risks in transitioning to other sectors. Equally we are experienced in academic careers, understanding the nuances of an academic CV and the career pathways on offer for academics.

We have designed flexible offers to support the range of career transition requirements in the sector.

1. A scalable outplacement support package which can be made available to a wider group of staff as part of a larger outplacement process.

2. A comprehensive bespoke outplacement package for Senior Leaders.



## Workshops to support a wider group of staff applying for new roles

A two hour CV and application interactive workshop, focusing on:

- How to develop your CV and covering letter to make the most of your knowledge, skills and experience
- Developing your career / leadership narrative and brand
- Networking and promotion
- Considerations for the interview
- Working effectively with executive search

These workshops can be tailored to specific groups of staff or provided at a more general level and made available to anybody impacted by the changes. Workshops can be delivered online or in-person.

## One-to-one sessions following the workshop

In addition, we can also provide one-to-one sessions available to all affected staff.

We will provide the opportunity for individuals to book a 45 min one-to-one online session with the GatenbySanderson team who bring deep expertise in evaluating CVs and providing career support and advice. This will include the opportunity for individual feedback on a draft CV, and exploration of their career plans and next steps, supporting them to identify their transferable skills for their next role. Participants will be invited to submit a CV in advance which we will review to provide bespoke career advice during the one-to-one session.

### Cost

£1,200 per 2 hour workshop

£200 per individual 45 minute 1-2-1 CV consultation



## Bespoke outplacement Package for Senior Leaders

Benefiting from our extensive experience of supporting senior selection and development across the sector, we bring insights and expertise to support senior leaders to navigate their next career move. Our Senior Leaders package includes a one-to-one tailored package of 6 sessions focused on enabling and empowering the individuals with the tools, skills, connections and behaviours to build confidence and support success.

The package is customisable to the needs of the individual and the organisation however it would typically include:

### CORE: 2 x 90 minute sessions

#### 1. Exploration meeting:\*

- Background to career/life choices to date
- Interests/values/motivators
- Transferable skills

#### 2. Strategy meeting

- Career/self-reflection
- Session to focus on future possibilities, options and creation of a career strategy

\*We recommend the profiling session be combined with the initial exploration meeting.

## Options

Choice of 4 x 90 minute sessions based on individual requirement

### **Psychologist profiling session**

Completion of online psychometrics measuring personality preferences (we recommend Saville Wave Styles) followed by a de-brief / feedback session with an occupational psychologist with deep experience of assessment for recruitment and development. This session will help the individual to build self-awareness, explore their style and preferences and how they influence behaviours, and identify strengths, development areas and risks.

### **Market positioning**

Meeting with one of our experienced Consultants in Executive Search with expertise, insights and knowledge into HE or other sectors the participant is interested in. The purpose will be to help the individual to identify their key skills in relation to their preferred career path and identify their USP and how to present this in CVs and interviews.

### **Networking meeting**

Meeting with one of our experienced Consultants in Executive Search with expertise, insights and knowledge into HE or other sectors the participant is interested in. It will include network grids to make the most of the individual's contacts, routes to market/market intelligence and personal introductions where appropriate.

### **Application support**

At GS, we receive and review thousands of applications for senior posts each year and our Consultants are well versed in knowing what recruiters are looking for, what stands out and what can let an application down.

### **Interview coaching**

Our Consultants bring extensive experience interviewing, writing interview questions and evaluating candidates following interviews. As such, we are well placed to support individuals through mock interviews, anticipating the types of questions they will receive and helping individuals to prepare the best responses.

### **Business start-up advice**

If this is an area of interest for individuals, this session can cover: targeted, customised communications to contacts, companies and advertisers, produced in your company name at Companies House, registering a domain name and setting up hosting and email accounts and advice regarding website design as well as support with marketing materials.





## Options

Choice of 4 x 90 minute sessions based on individual requirement

### **Additional 1:1 career coaching**

We will match participants with a qualified career coach who will support them to consider their career decisions, to drive the job search strategy to delivery, to evaluate opportunities and to optimising packages with prospective employers and selecting the most appropriate job offers.

### **Additional 1:1 executive coaching**

We will match participants with a qualified leadership coach who will provide and empower the individual to enhance capability in areas such as: relationships, leadership, personal drivers, values, decision making, and influencing others.

The package includes FOC chemistry meetings to ensure the right coach is paired with each participant. We can modify options and structure of the package as required to meet your needs.

## Cost

£5,500 per person



**Alison Elton**  
Principal Consultant  
Education Practice

“After being with one organisation for most of my career, I was very inexperienced in being interviewed by people who didn't know me. I performed frustratingly poorly in interview situations several times when applying for roles I was more than capable of fulfilling. With so much career experience in my memory, unstructured and rambling answers to very general questions was my Achilles heel.

Alison talked me through structured answer techniques to avoid rambling, practised some interview scenarios with me and gave me great insight into what the interviewers would be looking for within my responses. She was such fantastic help, giving me both confidence and structure to convey succinct answers to difficult interview questions much more effectively. Her advice and guidance was so good, I was offered and accepted the very next role I applied for, with great feedback on how well I came across.

Thank you Alison for all your help.”

Billy McNeil  
Director of Digital Information  
Nuffield Department of Medicine  
University of Oxford



## Why GatenbySanderson?

We understand the challenges facing HE

GatenbySanderson (GS) is the UK's leading people advisory firm across public services, not for profit and education. Our Leadership and Talent Consultancy combines people development expertise and unique pan-sector insight with world class delivery, enabling individuals, teams and organisations to reach their full potential. Every member of our specialist team is relentless in their commitment to placing and developing genuinely exceptional academic and professional services leaders and non-executives, who exemplify innovation, collegiality and transformation. The unrivalled insight into educational leadership from our own experience as leaders and managers in education, our connection to national policymakers combined with access to diverse leaders looking for their next senior executive or non-executive role, affords us the insights into the market for those considering their next role. This deep market knowledge positions us uniquely to support those looking to transition to their next role within the sector.

We have the right in-house resources to support you in this piece of work:

- Experienced consultants with many years in career transition and recruitment into senior executive and non-executive roles in HE and beyond
- In-house search colleagues and interim support – recruiting to hundreds of positions a year
- In-house psychologists specialising in assessment and development of senior leaders - experts in assessment methodology delivering 1000s of senior level assessments per year
- Large pool of executive coaches with personal experience in senior executive and non-executive roles across a wide range of public and private sector organisations – enabling us to find the right coach match for each individual depending on their experience, level and aspirations.

If you would like to talk to us about our flexible offers to support career transition requirements in your organisation, contact us at [education@gatenbysanderson.com](mailto:education@gatenbysanderson.com).

Our NPS Score

+80

We're World-class



Glassdoor Score

4.7