Recruitment and Admissions Adviser job description

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

# Position overview

**Title:**  Recruitment and Admissions Adviser

**Reports to:** Senior Recruitment and Admissions Adviser (Europe)

**Location:** Bloomsbury, London

**Contract:** Full-time; Fixed-term (one year), with potential to become permanent

should the department require

**Salary :** £27,000 - £31,000 (depending on experience)

**Start date:** 1st August 2018

**Benefits:** Generous benefits package including 25 days holiday allowance (excl. Bank holidays), group life assurance, group income protection, pension scheme (optional) and private healthcare (optional)

Working with the team, the role comprises two distinct functions: recruitment and admissions. It will contribute directly to the growth of the College through undertaking student recruitment initiatives throughout the UK and Europe, comprising a significant number of weeks’ travel per year.

Working within a target based team with defined KPIs, the role will be responsible for admissions processing and management, from the point of initial application to enrolment, maximising conversion in support of undergraduate and postgraduate recruitment targets.

Key objectives include:

* To undertake an extensive programme of student recruitment activity, including arranging and undertaking school visits, attending education fairs, participating in education tours, and working with agents and counsellors
* To generate high quality enquiries from suitably qualified students
* To maximise enquiry to application conversion
* To process applications, offering a high quality customer service
* To maximise applications to enrolments, to meet recruitment targets

# Duties and responsibilities

## Main duties include:

### Planning and research

* To support the Senior Recruitment and Admissions Adviser (Europe) in determining the recruitment strategies, operational activity and resource allocation
* To research target schools and their contacts (HE counsellors, advisers and teachers)
* To research prospective educational agents and independent counsellors
* To gather intelligence on education qualifications, market trends and recruitment opportunities

### Relationship development

* To initiate and develop relationships with school HE counsellors and advisers
* To initiate and develop relationships with educational agents and independent counsellors
* To maintain the accuracy of school, counsellor and agent data

### Enquiry generation and Recruitment activity

* To implement an extensive programme of student recruitment activity, comprising a significant number of weeks’ UK and European travel per year, including evenings and weekends
* To plan itineraries, organising appointments and logistics within prescribed budgets
* To make presentations on the value of studying at NCH to diverse audiences
* To participate in student recruitment fairs, tours and UCAS exhibitions
* To conduct personal consultations with prospective applicants
* To conduct training sessions with agents and counsellors
* To host incoming school, counsellor, agent and student visits to NCH
* To undertake enquiry conversion activities, including telephone campaigns
* To assist with an extensive programme of College-based recruitment events, including open days, taster days, offer-holder events and taster lectures

### Application processing and conversion

* To process and manage applications, direct and UCAS, in conjunction with colleagues in the admissions team and academic faculty
* To offer a high quality customer service to all applicants, at all stages of the application process
* To undertake application conversion activities, including telephone campaigns and individual consultations
* To ensure all student recruitment/admissions practices comply with current internal and external admissions and quality assurance policies, and ensure the maintenance of NCH’s clearances with UK authorities and institutions

### Teamwork

* To support the team in determining required marketing support and collateral, in conjunction with the Marketing Team
* To promote and sustain a constructive, supportive and friendly working relationship with all customers, internal and external, including work colleagues and senior management

### Other duties

* To undertake any other duties commensurate with the level of responsibility of this post, for which the post holder has the necessary experience and/or training
* To proactively take responsibility for personal career development

# Qualifications and experience

**TRAINING AND EDUCATION**

|  |  |
| --- | --- |
| Essential | Desirable  |
| Educated to degree-level | Educated to degree-level in the humanitiesProfessional qualification (e.g.: CIM)Sales training |

**EXPERIENCE**

|  |  |
| --- | --- |
| Essential | Desirable |
| Undergraduate student recruitment experience in a higher education environmentExperience of giving presentations and advising studentsExperience of processing applications in a higher education environment Experience of application conversion activity | Experience of working in a target-based sales environmentExperience of agent recruitment and management |

**SKILLS AND KNOWLEDGE**

|  |  |
| --- | --- |
| Essential  | Desirable |
| Ability to initiate and develop relationships with a wide range of contacts, internal and external to the College, in a professional mannerAbility to plan multi city/country recruitment itineraries, maximising time and budgetAbility and willingness to travel independently within the UK and overseasAbility and willingness to work outside of regular office hours, including evenings and weekendsExcellent oral, written and presentation skillsAbility to empathise and develop rapport with prospective/current applicantsAbility to work proactively and independently to meet targetsHigh level organisational and time management skills, including the ability to prioritise and manage workloadHigh levels of accuracy and attention to detailAbility to work as part of a team, and to support colleaguesIntrinsic belief in value of higher education and in studying the humanities | Strategic planning skills: ability to research and identify opportunities in external market to support organisational goalsAnalytical skills: ability to analyse and evaluate different markets and customer segments, and make recommendations accordinglyThorough understanding of education systems in other countriesKnowledge and understanding of current education trends and changes in government policy and market environment, that affect student recruitmentKnowledge of Tier 4 Home Office student immigration compliance issues as they relate to the recruitment and admission of international studentsEuropean language proficiency  |