Essex County Council is keen to explore opportunities to develop their international recruitment offering. The roles which require agency support would be hard to fill, permanent roles. This would not include temporary or FTC contract.

Specifically.

1 - Agency support with application to arrival process i.e., support with interview, compliance, and pastoral support element.

2 – Agency support for international applicants who apply directly to ECC. In this case agency support would be required at compliance stage as well as pastoral support i.e., booking flights, arranging accommodation etc. We would expect this option to be done at a reduced fee.

The purpose of this early engagement is for the Council to understand the market and services that could support with the provision of international recruitment.

We would welcome your feedback on the following:

|  |  |
| --- | --- |
| **Question** | **Response**  (500-word limit per question) |
| Does your agency have experience in international recruitment? (If yes please detail to what level, dedicated international team in place) |  |
| Does your international recruitment experience cover social workers?  (relevant experience/ English Language (IELTS)) |  |
| What other job sectors outside of social workers do you cover international recruitment for?  (i.e planning, legal, tech) |  |
| What is your international recruitment service offer?  E.g. recruitment, attraction, interview and assessment, visa support, onboarding? Etc |  |
| What countries do you source candidates from? |  |
| Do you have a separate tariff structure for international recruitment? |  |
| Do you offer pastoral support only service for candidates that an organisation has sourced directly, and would this be at a reduced rate? |  |
| What scale can you recruit to on an international basis?  e.g., 10 – 50 workers / 50 – 100 workers / 100+ workers etc. |  |
| Are you on the Ethical Recruiters List? |  |