The Big Academy, Vacancy promotion. ZootAlore! Group. ABOUT US &TERMS of BUSINESS

The Big Academy is operated by ZootAlore! Group Limited

ABOUT

The Big Academy web platform works with Schools to engage young people thinking about their career options on leaving education. We provide e-learning careers programmes in partnership with Virtual College, work experience matching services from the site itself and a free to use App supplied by Tribal. We are constantly looking for new content to support the employability of young people and areas we can assist schools in this area.

Our schools get a lot from the site that help with careers, psychometric testing, Alumni (Big headaches with Ofsted!), and in return we get access to a wide range of talent, just when they and our partners need it most!

The young persons journey starts way back at the careers session. Working with schools and our content partners we help to mould young people and prepare them for the world of work, assessing potential skills gaps around numeracy and literacy, confidence or self esteem. We are careful to manage their expectations but at the same time light the fire of ambition, whatever the starting point.

All of the work that the young person does prior to starting to seek work will be gathered as evidence on their digital profile, turning careers and employability into a job seeking process. We then link the young people through their profiles to employers, colleges and training providers.

Our database of job seekers is growing and by September 2016 our target is to have 250,000 active job seekers aged 16-24.

WHATS FREE AND WHAT'S NOT!

BUILDING YOUR BIG ACADEMY PROFILE

The first thing you will need to do is build your Big Academy profile. This is where you will display your vacancies, company culture, social media etc. If you have any corporate video upload it here to your home page and make it as visual as possible.

You can create a profile and upload vacancies for free. Your vacancies will be shared with the existing database of job seekers. When the job seekers sign up to the Big Academy they build a profile of what they are looking for, traineeships, apprenticeships, graduate placements, interns or regular work etc.

They also add their home post code and a reasonable radius to which they can travel. They add their GCSE grades and experience too.

So, all of the candidates that are keen to work in the sector your are recruiting for, live in the job location and have the relevant skills, they will get a notification that you are recruiting.

Once the job seeker has expressed an interest in your role and applied, you will get a notification and will be able to view their profile. If you are keen to move forward with the candidate, you can Skype with them, call them, message them through the site etc or you can politely reject their interest.

Once engaged with the candidate you can arrange interviews in the normal way. The candidate will mange the interview in their calendar, arrange travel plans through their profile etc. After interview you can provide feedback to the candidates profile so they can build on success or improve any weaknesses as the process moves on. Once they get the job, thy have budgeting tools there to help them keep on top of finances and start to grow as a new employee with ongoing free open learning.

There is no fee for this basic account. All we ask is that you only advertise real jobs, with real employers. "**NOT TRAINING OPPORTUNITIES**" designed to build up a database, we're already doing that for you!

So, get started, and if you have any views on improvements, please share them with us at hello@thebigacademy.org

FEES FOR PROVIDERS WITH SPONSORED VACANCIES

If you have a vacancy that needs a bit more activity to drive candidates or you simply have way too many vacancies to leave it to an ad hoc application process, you may want to consider our **SPONSORED** job posts. This option is designed to deliver the best results for your vacancy. We will promote your vacancy outside of the existing Big Academy users and share with all the aggregator sites, youth agencies, charities and schools.

As the responses come through from those aggregator sites etc, we will filter them down and present you with interview ready candidates. The fee for a sponsored vacancy is **£249.00** Unlike pay per click sites, you will only be billed after a minimum of **THREE** candidates have been provided aged **16-18** (19-24s may still be forwarded but we only count **16-18s** as billable candidates). You will continue to receive candidates until the position is filled or a maximum of **30** candidates, whichever comes first.

Once a sponsored vacancy has been booked, should the provider wish to cancel a period of **72** hours will be required to remove the ads from the aggregator sites. Should the minimum number of candidates be fulfilled then the bill will stand. Where a vacancy is filled before three candidates are supplied, and the successful candidate was supplied by the sponsored advert then the vacancy fee will become due.

The Big Academy cannot accept responsibility for candidates not accepting job offers nor can we guarantee that the candidate will attend any apprenticeship or traineeship placement for any prolonged period of time.

Invoices are raised weekly and become due on or before 21 days of the bill date. Late payment may result in your account being suspended or closed.

Where applicable prices may be subject to VAT at the current rate of 20%

CLEAR PRICING

We believe this is a clear, results driven pricing policy and there are no text bundles, click throughs, or premium numbers for candidates to call. Simple!

If you would like to upgrade your existing vacancy or place a new sponsored vacancy please email us at hello@thebigacademy.org

If you are not happy about any of the above or have any queries, comments or disputes please email Adrian Oldfield at adrian@zootalore.com