

Case Study:

Building the Future of Data Leadership at ESMS



ESMS

The Challenge

When ESMS set out to find their next **Head of Data & ICT**, they knew the hire would shape the school's future.

This wasn't just about finding someone with the right technical skills — it was about finding a leader who understood the school's values, could inspire teams, and had the vision to guide their digital transformation.

But after months of searching, the perfect blend of expertise, leadership, and cultural fit remained elusive. ESMS needed more than a recruiter — they needed a partner who could *translate their ambition into action*.

The Partnership

That's where Yvonne Miller stepped in. Yvonne began by listening — really listening — to what success looked like for ESMS. She worked closely with senior leaders to unpack the role, align expectations, and define what "great" truly meant in their context.

Together, they designed a clear, step-by-step process that balanced pace with precision.

Rather than simply sourcing candidates, Yvonne curated a story — one that would attract exceptional talent who connected with ESMS's purpose and ethos.

She personally ran first-round interviews, ensuring every candidate had a consistent, transparent, and engaging experience.

Her attention to detail, empathy, and commercial understanding made the process feel effortless for leaders — and meaningful for candidates.



The Outcome

Within weeks, ESMS had a shortlist that exceeded expectations — a mix of exceptional internal and external talent, each aligned to the school's culture and strategic goals.

The successful candidate brought both the expertise and leadership presence needed to take ESMS forward, marking a real milestone for the organisation.

Candidates spoke highly of the process, describing it as one of the most professional and human recruitment experiences they'd had. For ESMS, it wasn't just a hire — it was the start of a new chapter, built on partnership and trust.



"Yvonne brought clarity, pace, and professionalism from the very start. Her ability to understand our culture and translate that into a shortlist of exceptional candidates was outstanding."

ESMS Leadership Team

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