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Case Studies



# How Employment Hero helps Masada invest time back into student success

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# Masada College



## At a glance

Company	Masada College
Location	New South Wales

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ment, onboarding and

your payroll or HR systems are clearly and don't talk" to each other.

- ✓ You're looking to reduce admin overhead and free up staff time to focus on student outcomes.

## A small school with big responsibilities

[Masada College](#) is a co-educational Jewish school located on Sydney's North Shore, employing around 120 staff across various teaching and operational roles. With the layered complexities of being an independent religious school, Masada's administrative demands are extensive, requiring a high degree of compliance, coordination and clarity across their HR and payroll functions.

As one of the first schools to adopt Employment Hero, Masada's team embraced the platform as a way to simplify operations, empower their staff, and free up valuable time that could be spent on what matters most: students.

## Old-school systems were slowing them down

Before Employment Hero, Masada relied heavily on Synergetic – a specialised school system used for both finance and payroll. While functional in theory, in practice it created a range of challenges.

*"If our principal wanted to find someone's contract or even next of kin in an emergency, it was difficult to use", Alex, Masada's*

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re managed using disjointed tools  
tain of manual processes that

"casuals," said Alex. "If one form  
t was so labour intensive."

ool – was also highly manual.  
adsheet," Alex explained. "It had  
are. There was no visibility for

managers."

# Recruitment was the tipping point

The final push came when Masada's HR person left and recruitment responsibilities landed on Alex's desk.

*"It was all so manual. We would write the position description, post on SEEK, download CVs, email them around... it was disconnected and hard to track. Especially in term 3 and 4 when we're recruiting a lot."*

*"I'd literally sit there with my head in my hands thinking, 'I don't have time for this.'" That's when Alex championed the shift to Employment Hero.*

## Recruitment is now structured and empowering

Now, with Employment Hero's [recruitment module](#) in place, hiring managers have more visibility and ownership over their roles, and Alex has reclaimed hours of her week.

*"It's saving me about three or four hours per role," she said. "Hiring managers can get in there, shortlist and own the process. I'm not hand-holding anymore and that's freed me up to work on major projects like rebranding our canteen, organising events and much more."*

Most importantly, recruitment has become something to enjoy. *"Now when someone says we need to recruit, I say, 'Great! Let's do it.' I actually look forward to the process."*

## Onboarding is seamless and centralised

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[onboarding](#). In the past, onboarding

*annually for each new hire," said*

and relevant staff are notified

*just get a notification and tick it*

She estimates it saves “20–30 minutes per new staff member for the payroll manager and probably half an hour across the board.”

# Managing leave is now easy and accurate

One of the biggest shifts has come from the platform’s leave management feature. Staff can now submit leave requests directly through the Employment Hero [Work app](#), replacing the clunky Jot Form system.

*“Staff used to have to find an old email, click a link, enter their name and email twice. It was frustrating. People wouldn’t bother, so we had to chase them.”* That’s no longer the case.

Now, leave is easy, and more importantly, it’s accurate. *“We’re capturing the right amount of leave taken, especially sick leave, which means entitlements are correctly allocated,”* said Alex.

Managers also have visibility into leave calendars, reducing costly scheduling clashes.

*“Before, someone would book flights and only then we’d realise there were three teachers off in the same department,”* she explained. *“Now they check the leave calendar before approving.”*

That visibility has ripple effects across the classroom. *“It helps plan curriculum and lessons, and ensures we’re delivering continuity for the students.”*

# Compliance is now simple

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pliance easy

eadsheets,” said Alex. “Managers that visibility has been huge.”

## focus on

ed back into student outcomes.

*“Teachers can spend more time planning, preparing classes and marking,” Alex said. “Our executive team isn’t wasting 20–30 minutes at the end of the day approving leave anymore. They can use that time to walk into classrooms and check in on student wellbeing.”*

For a small school with a big heart, that means everything.

*“Everything we do is to ensure the students are getting the best education possible. It sounds cheesy, but it’s true,” Alex said. “Employment Hero has helped us get back to that.”*

Want to simplify your school’s HR processes like Masada? [Book a demo](#) today to see how Employment Hero can make work easier and more valuable for your school.

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