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Sparkways leverages SmartMatch to find their dream candidates

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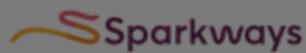
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Sparkways

At a glance



Company	Sparkways
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About Sparkways

[Sparkways](#) is a not-for-profit early education provider that empowers Melbourne's children and young people. With over 45 services ranging from kindergartens and early learning centres through to mentoring, the Sparkways team is dedicated to helping every child and young person reach their full potential.

There's no denying that the team at Sparkways make it what it is today, and that's why hiring the right people to bring on board is so important. However, when it comes to finding educators and support staff with the right skills and experience, it can be a time-consuming challenge.

Ash-lee Kingsberry, Talent Acquisition Coordinator at Sparkways shares her experience using [SmartMatch](#) to fill open roles, plus shares how she personally leveraged SmartMatch as a candidate to find the role she's currently in.

Quality candidates from SmartMatch

Needing to fill a Diploma Educator role, Ash-lee initially turned to job boards to source candidates, however struggled with the quality that came through. Seeking alternative ways, she turned to SmartMatch to tap into a broader talent pool.

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ool of candidates actively
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who had the exact

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ow working at the centre."

was started and completed

“I contacted her straight away and had an interview organised within a few days. I would say the turnaround for hiring was about one week.”

Save time and effort when recruiting

Beyond improving candidate quality, SmartMatch has also helped streamline Sparkways’ recruitment process by removing the time-consuming parts of hiring.

“SmartMatch screens the resume and gives us a small summary about their experience, plus why they may be suited to the role. This saves so much time because we don’t have to go through the resumes and decide that for ourselves.”

Additionally, SmartMatch doesn’t just find candidates; it engages with them as well. Top candidates are notified about the job they are matched with and given an opportunity to learn more about the organisation and role. They can also express interest in the role, answer pre-screening questions and even send a personalised video introduction.

The ability to see interested candidates has proved particularly useful for Ash-lee.

“I do like that SmartMatch sends candidates the job and they can indicate if they’re interested. When I see interested candidates, I jump straight on them immediately.”

“I personally found SmartMatch a much more efficient tool compared to SEEK Talent Search as the job is already provided to the candidate. Candidates can also opt-in if they are interested. This makes it so much easier because I don’t have to send them the job after reviewing their resume and use credits

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ys to find top talent, it also
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Match on the [Swag jobs](#)

to return to work so soon,

ch notification alerted her to

a job opening at Sparkways that perfectly aligned with what she wanted her next role to be.

“I was on maternity leave and I wasn’t looking to return to work for a few months. But when I saw the job ad, I thought, ‘that’s literally my dream job.’”

Finding the right role can be challenging for specialised positions like Ash-lee’s – and SmartMatch helped her do just that.

“Especially for a role like mine, it’s specific”, she explained. “If I look under the education sector, I might end up with all the education roles I wasn’t looking for. But if I look under recruitment, it would have been hard to sift through all the roles to find one that matched what I sought.”

Finding it through traditional job boards would have been a lot harder for such a niche role like what Ash-lee was looking for.

“I wouldn’t have found the job if it wasn’t for SmartMatch. The whole application process was pretty much done in just a click of a button for me.”

“The job was sent to me and I didn’t have to do the job hunting. For someone who’s looking for work, that’s very attractive.”

The future of hiring with SmartMatch

SmartMatch is one that Sparkways has added to their hiring toolkit and they can’t wait to hire more people with it.

**“I’ve just put a new job out and I can already see some people that
e’s already three or four
k it will be very helpful for**

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alist

Ash-lee Kingsberry



Talent Acquisition Coordinator – Sparkways

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