

The Skills Dimension in The Talent Acquisition Processes of Greek Private Schools

Dr. Miltiadis Staboulis, Dr Maria Sytziouki, phd cand. Aspasia Baniou

University of Macedonia Greece

Abstract

This paper explores the processes involved in talent acquisition, including recruitment, selection, and professional development, within the context of private schools in Greece. Unlike the standardized recruitment and selection processes observed in the Greek public educational sector, which assess formal qualifications alongside social criteria, the private sector in Greece adopts a talent acquisition approach primarily based on job-matching theory. The theoretical section of the paper examines the divergence in talent acquisition processes between the Greek public and private educational sectors. In the empirical research section, the study presents findings from qualitative research conducted through structured interviews with 15 managers from private schools in Northern Greece. Thematic analysis was employed for data analysis, with convenience sampling utilized as the sampling method. The research aims to capture managers' perspectives on selection methods, training practices, and professional development initiatives for educational staff. The findings highlight the emphasis placed on soft skills during the recruitment process, the diverse blend of skills and qualifications within the occupational profile, and the significant role of managers in facilitating the professional growth of educational staff.

Keywords: job-matching theory; qualifications, teachers' occupational profile.