

CHARITY Recruit



Case Study



Key Achievements

- Charity Recruit swiftly and effectively filled the vital role of Interim Finance Manager for Age UK Kent Rivers during a significant organisational transition.
- The recruitment process highlighted Charity Recruit's capability to understand the specific needs of the non-profit sector, and their expertise in promptly identifying and placing highly qualified finance professionals.
- The successful candidate has exceeded expectations, evidenced by the extension of his contract twice, demonstrating both their satisfaction in the role and the value they have brought to Age UK Kent Rivers.

The Challenge



Finance support at a critical time

Age UK Kent Rivers was facing a pivotal moment, due to its unplanned TUPE of Age UK North West Kent staff and services, and successive and sudden merger with Age UK Faversham and Sittingbourne. This merger brought about an increased workload, particularly in the finance department, necessitating the urgent appointment of an Interim Finance Manager.

The role was critical in managing this additional workload and in assisting the organisation to gauge the future level of work.

Natasha Kent, Head of HR for Age UK Kent Rivers, reflects on the challenge: "In a period of significant growth and operational complexity, our finance department managed critical projects, including budgeting and resource allocation, alongside TUPE of services and staff from Age UK North West Kent, and a merger with Age UK Faversham and Sittingbourne. This created immediate needs for a skilled Interim Finance Manager to effectively address these challenges. The chosen candidate offered strategic insight, improved financial processes, and implemented strong controls, guiding our finance team to meet objectives and enhance project success amidst these demanding conditions."

The Search



Efficiency, clear communication, and a deep understanding

The recruitment process involved the following steps:

- **Initial Consultation:** Understanding Age UK Kent Rivers' specific needs.
- **Candidate Search:** Charity Recruit's charity division utilised their extensive network and expertise in finance recruitment to identify potential candidates.
- **Candidate Evaluation:** A thorough screening process to assess candidates against Age UK Kent Rivers' criteria, focusing on finance management expertise and adaptability to the non-profit sector.
- **Shortlisting:** Presenting Age UK Kent Rivers with a curated list of candidates who met their specific requirements in terms of skills, experience, and organisational fit.
- **Interview and Selection:** Assisting Age UK Kent Rivers in conducting comprehensive interviews, ensuring a match in competencies and cultural alignment.

Why Choose Charity Recruit?



Experts in non-profit sector recruitment

Charity Recruit's dedication and expertise in senior appointments, especially in challenging and time-sensitive situations, were pivotal in fulfilling Age UK Kent Rivers' immediate recruitment needs.

The recruiter provided Age UK Kent Rivers with a solution that was not only swift but also highly attuned to the nuances of non-profit sector recruitment.

Their commitment to quality and effective communication enabled them to deliver a successful outcome, as evidenced by the extension of the appointed candidate's contract.

Natasha Kent, Head of HR for Age UK Kent Rivers, commented on the partnership: "Our collaboration with Charity Recruit delivered a highly skilled candidate quickly, addressing our immediate staffing requirements. Their standout communication ensured all concerns were efficiently managed. What distinguished them was their genuine commitment to matching us with the right candidate and ensuring a smooth transition. They adeptly balanced our needs with the candidate's aspirations, maintaining regular checks for mutual satisfaction. Their proactive and dedicated efforts ensured a seamless, positive recruitment experience."

CHARITY Recruit

**We'll help you find
the perfect candidate**

If you're looking for your next senior leader within your charity, please talk to us about your requirements.

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