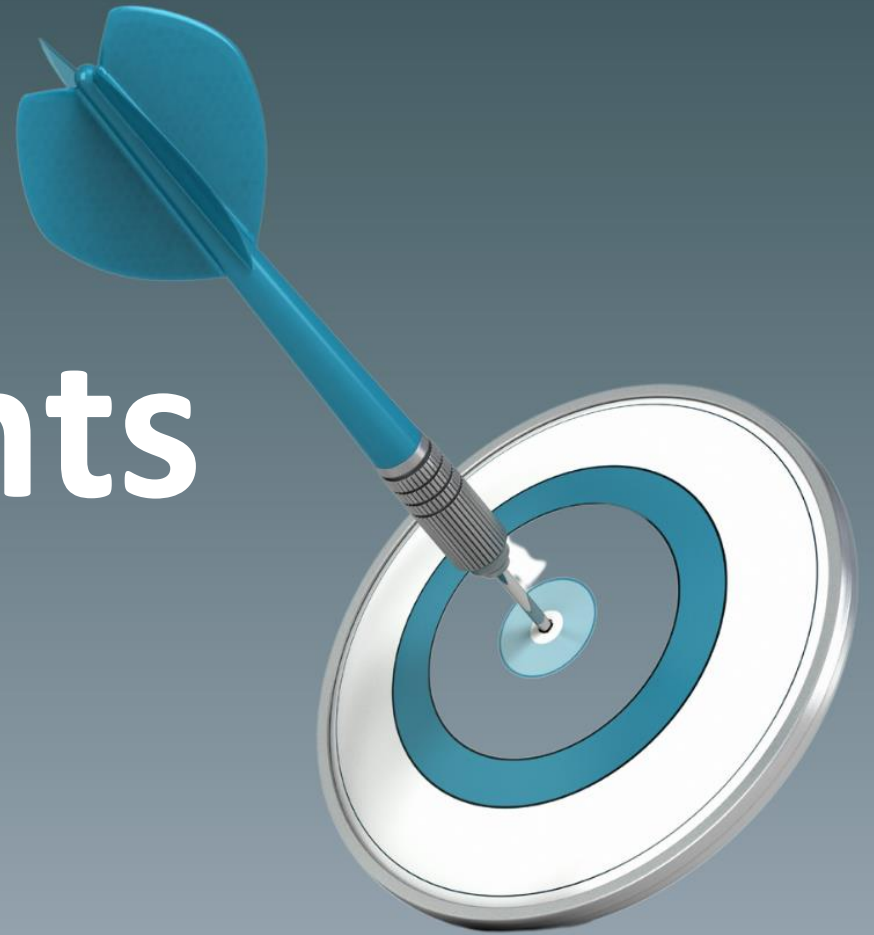


CHARITY Recruit



Case Study

Key Achievements



Key achievements

- Working in partnership with Charity Recruit's HR division - HR Recruit, Barnsley Hospice successfully appointed a Director of Human Resources and Organisational Development and an HR Advisor.
- The Director of Human Resources and Organisational Development plays a crucial role in driving talent development, performance management, recruitment, and retention, aligning HR practices with the organisation's values.
- The HR Advisor contributes to streamlining processes, improving paperwork, and providing operational HR support to line managers and employees.
- The recruitment process conducted by HR Recruit resulted in the selection of highly qualified candidates who are making a positive impact within Barnsley Hospice, contributing to the organisation's transformation journey.

The Brief



Achieving an outstanding rating

Barnsley Hospice, a small independent charity providing specialist palliative care services to the local community, embarked on a transformative journey with the goal of achieving an outstanding rating as a care provider.

As part of their strategic goals, they recognised the importance of strengthening their human resources department to support their dedicated staff and volunteers in delivering exceptional care.

To further their ambitions, Barnsley Hospice sought to establish the position of Director of Human Resources and Organisational Development. This pivotal role would be responsible for driving talent development, performance management, succession planning, recruitment, retention, workforce capacity-building, and talent nurturing. The successful candidate would play a vital role in ensuring the highest standards of HR and OD practices, aligned with the organisation's values of care, comfort, and dignity.

Additionally, Barnsley Hospice aimed to expand their existing HR service by recruiting an HR Advisor. This role would focus on providing operational HR advice and support to line managers, volunteers, and employees, encompassing recruitment, employee relations, workforce planning, learning, development, and improvement. The HR Advisor would contribute to streamlining processes, improving paperwork, and enhancing staff support, with a strong emphasis on making a positive impact within the organisation.

A hand holding a magnifying glass with a brass handle and frame. The lens is focused on the text "The Search" which is written in a bold, purple, sans-serif font. The background is a plain, light gray surface. The magnifying glass is positioned on the left side of the frame, with the hand visible at the bottom left corner. The lens is circular and has a thin brass rim. The text "The Search" is centered within the lens.

The Search

Selecting the ideal candidate

Understanding the importance of finding the right candidates for these critical positions, Barnsley Hospice turned to Executive Recruit's HR division - HR Recruit, a specialist HR recruitment agency. With their extensive HR network and expertise, HR Recruit was well-equipped to identify and attract suitable candidates who possessed the necessary skills, experience, and passion to thrive in these roles.

HR Recruit embarked on a comprehensive recruitment process, starting with an in-depth conversation with Barnsley Hospice to understand their specific requirements and organisational culture.

Armed with this knowledge, HR Recruit conducted a targeted search, leveraging their network and resources to identify potential candidates who would be a great fit for Barnsley Hospice's HR department.

The recruitment process involved rigorous screening and interviewing, with HR Recruit presenting a shortlist of highly qualified candidates for each position.

Barnsley Hospice had the opportunity to meet and interview these candidates, assessing their skills, expertise, and alignment with the organisation's values. HR Recruit's thorough approach ensured that only the most suitable candidates were considered, facilitating an efficient and effective selection process.

The background of the image is a dark teal color, densely populated with 3D question marks. These question marks are rendered in a lighter shade of teal, giving them a three-dimensional appearance with visible shadows and highlights. They are scattered across the entire frame, creating a textured, patterned effect.

**Why
Choose
Us?**

Why Choose Us?

Barnsley Hospice chose HR Recruit for their recruitment needs due to their specialised expertise in the HR field and their extensive network of HR professionals. HR Recruit's thorough screening and sifting process ensured that only the most qualified candidates were presented for consideration.

Throughout the recruitment process, HR Recruit maintained clear communication and provided valuable support. They proactively sought feedback from both the candidates and Barnsley Hospice, ensuring a smooth flow of information and enabling informed decision-making.

HR Recruit's professionalism, dedication, and commitment to finding the right candidates aligned perfectly with Barnsley Hospice's needs and contributed to the successful recruitment of the Director of HR & OD and HR Advisor. By partnering with HR Recruit, Barnsley Hospice successfully addressed their HR recruitment needs, appointing a Director of Human Resources and Organisational Development and an HR Advisor who are making significant contributions to the organisation's success and growth.

The Director of Human Resources and Organisational Development is driving strategic HR initiatives, fostering talent development, and ensuring the highest standards of HR practices. The HR Advisor is providing valuable operational support, streamlining processes, and enhancing employee relations. Together, they are instrumental in building a high-performing HR team and creating a positive work environment that aligns with Barnsley Hospice's mission and values.

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.

WEB: www.charityrecruit.co.uk TEL: 0330 027 1535