

CHARITY

Recruit



**EXPERTS IN RECRUITING
INTO YOUR CHARITY /
NOT-FOR-PROFIT
LEADERSHIP TEAM**

charityrecruit.co.uk

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CONTENTS

1. About us
2. What makes us different?
3. What we do and how we do it
4. A typical Charity Recruit process
5. Commitment
6. Our services
7. Why choose Charity Recruit?

ABOUT US

We specialise in recruiting senior executives for your leadership team - it's what we do.

We understand what motivates them, the skills they possess, and the value they can bring to an organisation.

No one client is the same but most of our clients have one common theme – they are all dedicated and driven to achieve their mission. They strive to be the best within their field, just like we do.

This dedication and passion for their cause runs right through the organisation with the expectation that their leaders will demonstrate the same qualities.

We can help you find the perfect senior executive, with the drive and ambition to help your organisation reach its full potential.



WHAT MAKES US DIFFERENT?

It's easy to claim to be different, which is why most recruitment businesses use certain clichés in their marketing material.

These include:

- Dynamic
- Innovative
- Unrivalled network of candidates
- Market-leading technology
- Recruiters with hundreds of years combined experience

While these are all certainly true of us, we don't assert that they make us different.

We don't make unfounded and unquantifiable statements so you can be assured that there are no smoke and mirrors. Get to know us and you'll soon realise we are not all talk.



We really are specialists in our Charity and Not-For-Profit field and show our clients how good we are through our actions, previous testimonials, and offering a fee structure that is geared up for success.

Our Charity & Not-For-Profit division is committed to providing a customised and collaborative approach for every client we work with. In addition, we are passionate about diversity, equity, and inclusion, and we believe that a diverse team of leaders is crucial to any organisation's success.

Finally, when we named our organisation, we didn't choose something nondescript in case we changed our minds halfway through our business journey. With Charity Recruit, there's no confusion. We are extremely clear on who we are and what we are good at and everything, including our company name, demonstrates this.



WHAT WE DO AND HOW WE DO IT

We work across a range of Charity and Not-For-Profit organisations, from Healthcare and Educational Charities to socioeconomic and membership organisations.

Drive and aspiration unites all the organisations we work with. And they all understand that having a talented leader is critical to their goals. That's where we come in.

Our recruiters know how to locate the type of high calibre individuals which our clients will be looking for. We've spent years honing our Charity & Not-For-Profit network, studying the who's who in our marketplace and the type of next move which would attract them.

We have built one of the strongest executive communities in the market, but it doesn't end there.

We host regular networking events, seminars, and peer-to-peer roundtables. This allows us to get close to the executives in our network, and really understand them as individuals, their interpersonal skills, and what makes them tick.

Our market intel means our clients do not take unnecessary risks when making important hiring decisions.

The information we provide means they know exactly what they are getting with our candidates, what drives them and what their abilities are.

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Our extensive market knowledge and recruiter expertise is why 98% of our exclusive placements are still in situ 6 months after they have started, a statistic we are extremely proud of.

Our functional expertise consists of:

- CEOs
- HR Directors & CPOs
- Finance Directors & CFO
- Operations Directors & COOs
- Marketing Directors & CMOs
- IT Directors, CTOs & CIOs
- Fundraising Directors & Chief Fundraising Officers
- And many more...



A TYPICAL CHARITY RECRUIT PROCESS

Consultation



Charity Recruit will take a full brief from you for the available position, confirming the scope and responsibilities of the role, required skills and expertise from the candidate as well as information on your organisational culture. We will confirm timeframes with you and put in place targets and deadlines for the recruitment process.

Selection



We will compile a long list of exceptional professionals suitable for your role. We will tap into our current portfolio of high-quality candidates to see who will match your specific requirements. Additionally, if the position is retained or exclusive we will use our extensive contacts and relationships to reach out to excellent individuals who are not yet registered but who could be a perfect match. Charity Recruit will always conduct our own prescreening interviews with every candidate we propose.

CV presentation



A shortlist featuring only the most appropriate candidates will be presented to you, along with CVs and if retained we will include video highlights of our candidate interviews. We will also be on hand to answer any additional questions you may have.

Candidate interviews



We will schedule interviews with your desired candidates at your preferred date and location.

Successful selection



Once a successful candidate has been chosen, we will manage relevant administration, agreeing terms and conditions, assisting with references and confirming the appointment.

Onboarding and aftercare



Key to the success of a new appointment is the process of settling into a new role. Charity Recruit will help to make this as smooth as possible, liaising with the selected candidate throughout their notice period and we will be in regular contact with them after they have transitioned into their new role.

COMMITMENT

An effective recruitment process will require the following commitment from you:

We will strive to provide you the best shortlist possible.

However, our efforts will all be in vain if you are unable to give the recruitment campaign the required attention to accomplish a successful outcome. Below is the minimum which we will require from you:

- ✓ A thorough agency briefing
- ✓ Signed terms
- ✓ Reviewing shortlisted CVs promptly
- ✓ Being available to conduct all interview stages efficiently
- ✓ Communicating interview feedback immediately at each stage
- ✓ Delivering an offer swiftly after the final interview has taken place
- ✓ Quickly releasing signed contracts of employment after an offer has been made.



Candidates will judge you and your organisation by the effectiveness and efficiency of the recruitment process. Organisations that are all highly organised throughout their hiring campaigns are the ones that win the competition for the best talent.

Our commitment to you

We promise that throughout the recruitment process we will work in partnership with you. Working with dedication, motivation, openness, and transparency, we will be relentless in seeing your project through to completion.

Once you have given us the green light, and with full commitment from all parties, there is no reason that you cannot have a permanent candidate under offer within 6-8 weeks and even less for interim or part-time positions.

OUR SERVICES: PRODUCT COMPARISON

Services Provided	Non-Exclusive	Exclusive	Retained
Payment	100% 14 days after candidate start date	100% 14 days after candidate start date	Paid in advance over instalments
Dedicated Account Manager	✓	✓	✓
Database search of candidates on agency CRM	✓	✓	✓
Vacancy advertised on popular job boards	✓	✓	✓
Candidates interviewed and pre-screening against vacancy requirements	✓	✓	✓
Assistance in setting up interviews and negotiating offers	✓	✓	✓
Discounted recruitment rates for exclusivity	-	✓	✓
Free replacement assistance	-	✓	✓
In-depth pre-screening interview against vacancy requirements	-	✓	✓
Allocate team to proactively headhunt passive candidates from historical database	-	✓	✓
Proactively source peer referrals from extensive network	-	✓	✓
Personality Profile of candidates called for interview (Optional).	-	✓	✓
Briefing session to discuss shortlist	-	✓	✓
Free replacement assistance for extended period	-	-	✓
Allocate research team to market map and headhunt identified candidates	-	-	✓
Full 360 degree referencing of candidates	-	-	✓
Regular Progress Meetings	-	-	✓
Premium job listings on job boards (Optional)	-	-	✓
Candidate video accompanying CV (Optional)	-	-	✓
Psychometric testing and full report (Optional)	-	-	✓

WHY CHOOSE US?

At Charity Recruit, we recruit for ambitious organisations looking for talented individuals to help them prosper. Here are some reasons why so many organisations choose to work with us...

Our unrivalled network offers you a true market search



Only 2.5% of the market are actively looking for a new role at any one time. Even though high calibre candidates may be open to hearing about your opportunity, they are often too busy to look at job board advertisements. It is important to connect with 100% of the potential workforce. At Charity Recruit, we ensure you are not restricting your options to a small selection of candidates. We offer you the chance to conduct a thorough market search, enabling you to get the best candidate available throughout the entire marketplace.

We only hire experienced recruiters



Our in-depth network does not guarantee success on its own. It is important to combine a great talent pool with expert recruitment operators who have the track record and know-how to secure your ideal candidate. We only hire experienced consultants so our recruiters possess years of experience in running successful recruitment campaigns. Their experience of sourcing great leaders allows them to skillfully negotiate offers, manage candidate expectations, foresee any obstacles, and, ultimately, secure top talent for you.

We can tailor our service to suit your needs



At Charity Recruit, we understand that one size doesn't fit all. As an independent recruiter, we can offer a bespoke service to match your requirements. This includes adapting our recruitment techniques to meet your time scales and your budget.

Our narrow focus makes us experts in our field



By solely focussing on executive positions, within the Charity / Not-For-Profit sector our Not-For-Profit team have become true specialists in their field. The fact that 98% of our exclusive placements are still in situ 6 months after starting is a direct result of our market-leading expertise. By contrast, one-third of people leave a new job within the first 6 months when recruited through other methods.



We guarantee all our exclusive placements

Virtually all of our exclusive placements pass their probation period. However, If they don't we will help you find a replacement free of charge. By partnering with us, it's almost certain that you will have a senior executive in situ for the long haul.



CHARITY Recruit

If you are an employer and require advice or assistance in hiring into your Charity / Not-For-Profit leadership team, get in touch. We'd love to hear from you.

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