




Case Study

The background of the image is a highly detailed wooden ceiling. It features a grid of large, square panels. Each panel is decorated with intricate painted designs, including floral motifs, scrolls, and central medallions. Some medallions contain what appear to be religious or historical figures. The wood is a warm, golden-brown color, and the paint is in shades of blue, gold, and brown. The lighting is soft, highlighting the texture of the wood and the depth of the painted designs.

“We were presented with dynamic and skilled candidates and the process was efficient and effective from beginning to end.”

Fiona Graham, Director for People,
Hampshire Cultural Trust

Key Achievements

- With Charity Recruit's sister company, FD Recruit, **Hampshire Cultural Trust (HCT)** found their ideal finance director. The whole process took **less than eight weeks**.
- The recruiter put **five specialist candidates** forward for interview. All had experience in the client's sector.
- HCT found it to be an **efficient, positive, and rewarding** experience.
- The trust is delighted with the steps the new finance director is already taking to **make a difference**.

A photograph of a formal garden featuring a central topiary maze. The maze is constructed from green, sculpted hedges in a complex, winding pattern. It is surrounded by a low stone wall. In the background, a small, square, stone building with a red-tiled roof and a small window is visible. The garden is set against a backdrop of dense green trees under a clear blue sky. The text "The Challenge" is overlaid in the center of the image.

The Challenge

A Growing Charity

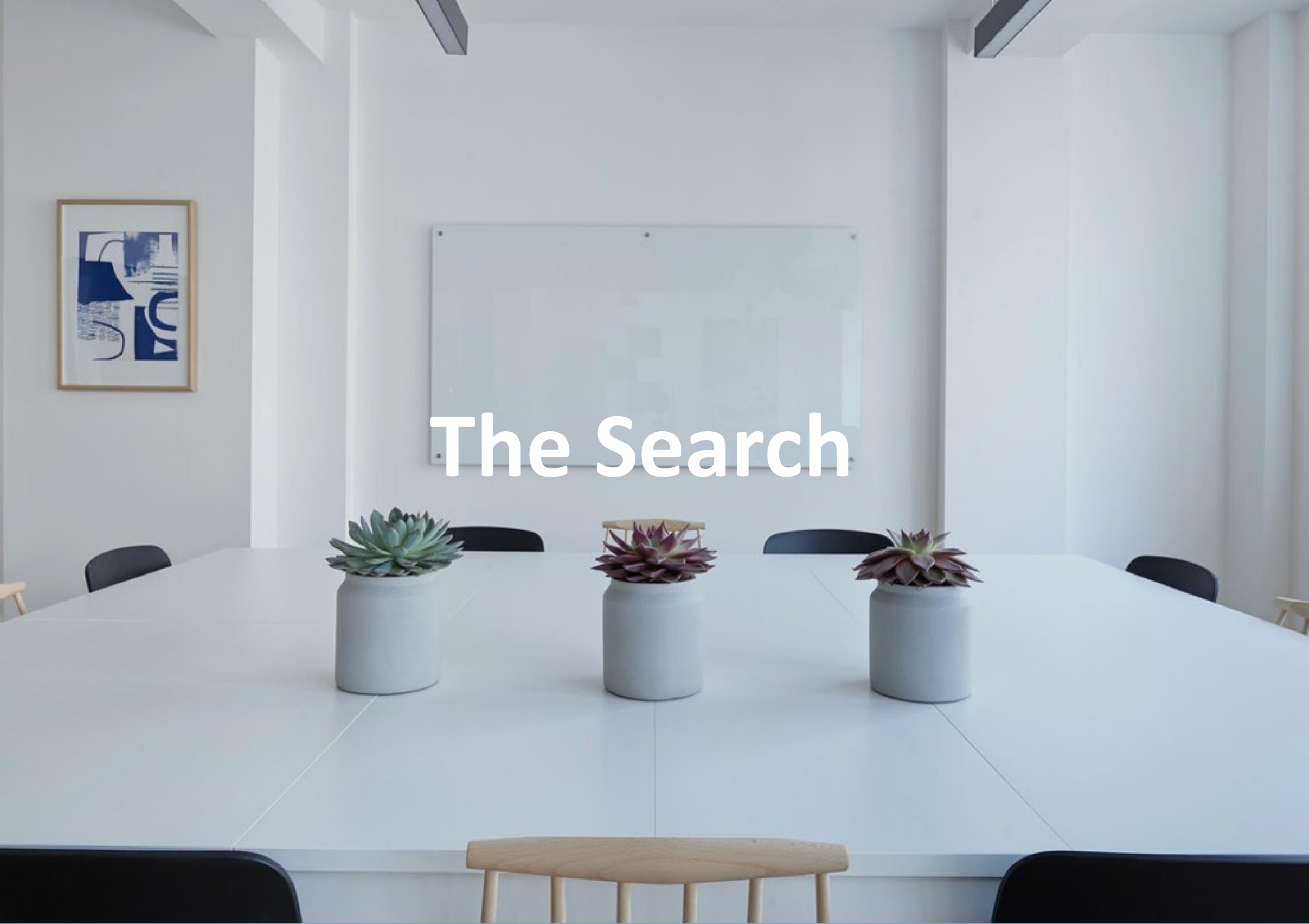
When HCT's interim finance director left the organisation, they urgently needed a replacement. As a growing organisation, established in 2014, they were looking for someone with an exceptional grasp of the charity and public sector who could support existing plans and at the same time drive growth.

The charity operates multiple arts and museums venues across Hampshire. It delivers a diverse range of wider social impact initiatives targeted at those who are most vulnerable or disadvantaged and who would not usually have access to arts and culture. The ideal candidate needed to understand the trusts social impact goals and commercial objectives.

“We wanted someone experienced in the charity sector and with the enthusiasm to take our organisation forward,” says Fiona Graham, Director for People at HCT.

“We were drawn to FD Recruit because it specialises in recruiting finance directors and we knew this meant it had access to a network of executives we would not be able to find.”

The Search



The Recruitment Process

The whole process took just eight weeks, much quicker than HCT expected. FD Recruit planned out a timetable and quickly got to work seeking the perfect candidate.

FD Recruit presented HCT five high quality candidates to choose from, all of whom were extremely enthusiastic about working for the organisation.

“Our process is all about networking, effectiveness and minimising risk, ” says FD Recruit’s Stuart Clark. “Not only are we extremely well connected but we have the experience to identify the best finance directors for each sector. Through years of experience, and by getting to know each organisation, we have a deep understanding of who would be the best fit.”

“It was a rewarding experience from beginning to end,” says Fiona. “Right from the beginning I knew we were in good hands. It was all planned out to make it as efficient and easy as possible for us.”

The Ideal Candidate

After interviewing several finance directors relevant to the sector, they eventually decided on a candidate.

She has been a Director of Finance or responsible for finance departments for over a decade, working for public sector organisations such as colleges and hospices.

Fiona said: “She has been a great asset so far. All indications are that she will be an excellent finance director.”

Return on Investment

“If you are looking for a new finance director and you want an efficient, straight forward process with the best specialist candidates possible, I’d recommend choosing FD Recruit,” says Fiona.

“I’d even go as far as to say it was a pleasurable experience. We were presented with a very high quality selection of specialist candidates and the whole process was extremely fast and effective from beginning to end - much quicker than I expected for such an important role.”

“I am very confident in our new Finance Director but would have expected nothing less because the standard of candidates from FD Recruit was so high.”

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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