

CHARITY Recruit



Case Study

A photograph of two healthcare professionals, likely nurses, in blue scrubs. They are seated at a desk, looking down at a document or folder. The woman on the right is smiling and looking towards the left. The background is slightly blurred, showing a clinical setting with shelves and equipment.

“Charity Recruit's ability to understand our requirements and their commitment to providing us with a diverse range of high-quality candidates was impressive.”

Jo Carby,
CEO of Wigan & Leigh Hospice

Key achievements

- Wigan & Leigh Hospice successfully recruited Clare Cooke as their new Director of Business Development through Charity Recruit, after an attempt to find suitable candidates directly.
- Charity Recruit's extensive network and expertise in the charitable sector provided a diverse selection of candidates, resulting in the successful appointment of Clare Cooke.
- Despite limited availability, Charity Recruit and the in-house team managed to schedule a comprehensive assessment day for the candidates, including site visits, a case study assessment, a presentation, and a panel interview.
- Clare has seamlessly integrated into the senior management team and is already impressing, recruiting a new team and demonstrating potential for success in her role.

A close-up, high-angle shot of a person's hands working on a wooden desk. The person's right hand, holding a black pen, is positioned over a stack of papers. Their left hand rests on the bottom of the stack. The papers are white with black text, some of which is visible as a list of items. A silver paperclip is visible on the left side of the top paper. In the background, a black calculator and a small black notepad are visible on the desk. The text "The Brief" is overlaid in a large, bold, dark blue font in the center of the image.

The Brief

Finding the right leader in a challenging landscape

Wigan & Leigh Hospice, like many organisations in the hospice sector, faced the challenge of future funding constraints and limitations to income generation. To address this and ensure long-term sustainability, they looked to appoint a Business Development Director.

After an unsuccessful attempt to recruit suitable candidates directly, Jo Carby, CEO of Wigan & Leigh Hospice and the HR Team, turned to Charity Recruit.

She explained, "We tried to recruit the position ourselves but only managed to find two candidates worthy of an interview. Neither of them met our requirements. We realised that enlisting a search firm with a wider network was crucial to finding suitable options for us."

The decision to partner with Charity Recruit was driven by their specialised experience in recruiting for senior positions within the charitable sector and their understanding of the unique challenges within hospices.

The Search



Selecting the ideal candidate

Charity Recruit's extensive network and expertise resulted in a comprehensive selection of candidates, providing Wigan & Leigh Hospice with a pool of talent beyond their expectations.

"We were pleasantly surprised when Charity Recruit presented us with the shortlist and we were able to select seven highly qualified candidates to interview," says Jo Carby. "Their commitment and ability to source such a diverse range of candidates really impressed us."

To accommodate the limited availability of the interview panel, Charity Recruit and the in-house team collaborated to organise a tightly scheduled assessment day. This compact day included site visits, a case study assessment, a presentation and a panel interview, allowing Wigan & Leigh Hospice to thoroughly evaluate the candidates' suitability for the role.

The quality of candidates presented by Charity Recruit exceeded expectations, showcasing the depth of their network and their meticulous screening process. Jo Carby reflects: "We had such a strong pool of candidates that we could have offered more than one candidate, but we only had one role to fill."

Ultimately, Clare was the most suitable candidate for the Director of Business Development role. Jo Carby remarks: "Clare has really fitted in with the senior management team and has already started to exceed our initial expectations. We are 100% confident she will be a success in her role."



**Why
Charity
Recruit?**

Why Charity Recruit?

Wigan & Leigh Hospice highly recommends Charity Recruit for their support throughout the recruitment process and recommends their services to other organisations in the charitable sector seeking top talent for senior positions.

According to Jo Carby: "Charity Recruit's ability to understand our requirements and their commitment to providing us with a diverse range of high-quality candidates was impressive."

"We are extremely happy with our choice and confident that Clare's appointment will be influential to our organisation's future success."

The collaboration between Wigan & Leigh Hospice and Charity Recruit stands as a testament to the value of seeking external assistance in finding the right leader for critical positions.

Through this strategic partnership, the hospice was able to secure a qualified professional who is already making a positive impact in their role as the Business Development Director.

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