

CHARITY Recruit



**Woodlands
Hospice**

Case Study

Key Achievements



Key achievements

- Woodlands Hospice successfully appointed Robert Johnston as their new CEO, replacing the retiring CEO Rose Milnes.
- The recruitment process prioritised finding a candidate with the right values and cultural fit for the organisation.
- The CEO role plays a critical part in leading Woodlands Hospice through a transformative phase in the post-COVID era.
- Charity Recruit impressed the Chair of the trustees with a shortlist of high-calibre candidates, showcasing their expertise in executive-level placements.

A blurred background image of a meeting table. Several hands are visible, some holding pens and others resting on clipboards. The scene is brightly lit, suggesting an indoor office or conference room setting. The text 'The Brief' is overlaid in the center in a purple font.

The Brief

Finding a new leader in a period of change

Woodlands Hospice were faced with the daunting prospect of finding a suitable replacement for the retiring CEO Rose Milnes, who had served the organisation for 10 years and was held in high regard. The primary objective was to secure a candidate with the right values and cultural fit, ensuring a seamless transition.

The CEO position held critical importance as Woodlands Hospice navigated through a transformative phase in the post-COVID era. To fulfill this requirement, Charity Recruit was chosen, leveraging their expertise in the not-for-profit sector and their ability to identify exceptional candidates.

Woodlands Hospice recognised the need for an experienced and specialised recruitment agency to find a suitable CEO replacement. Charity Recruit's expertise in executive-level placements and their deep knowledge of the not-for-profit sector made them the ideal choice for Woodlands Hospice.

Charity Recruit understood the specific requirements of the CEO role, including the need for a candidate who would uphold the organisation's values and fit seamlessly into its culture. The track record of Charity Recruit in successfully filling senior roles in the not-for-profit sector, combined with their understanding of Woodlands Hospice's unique challenges, made them the preferred recruitment partner.



The Search

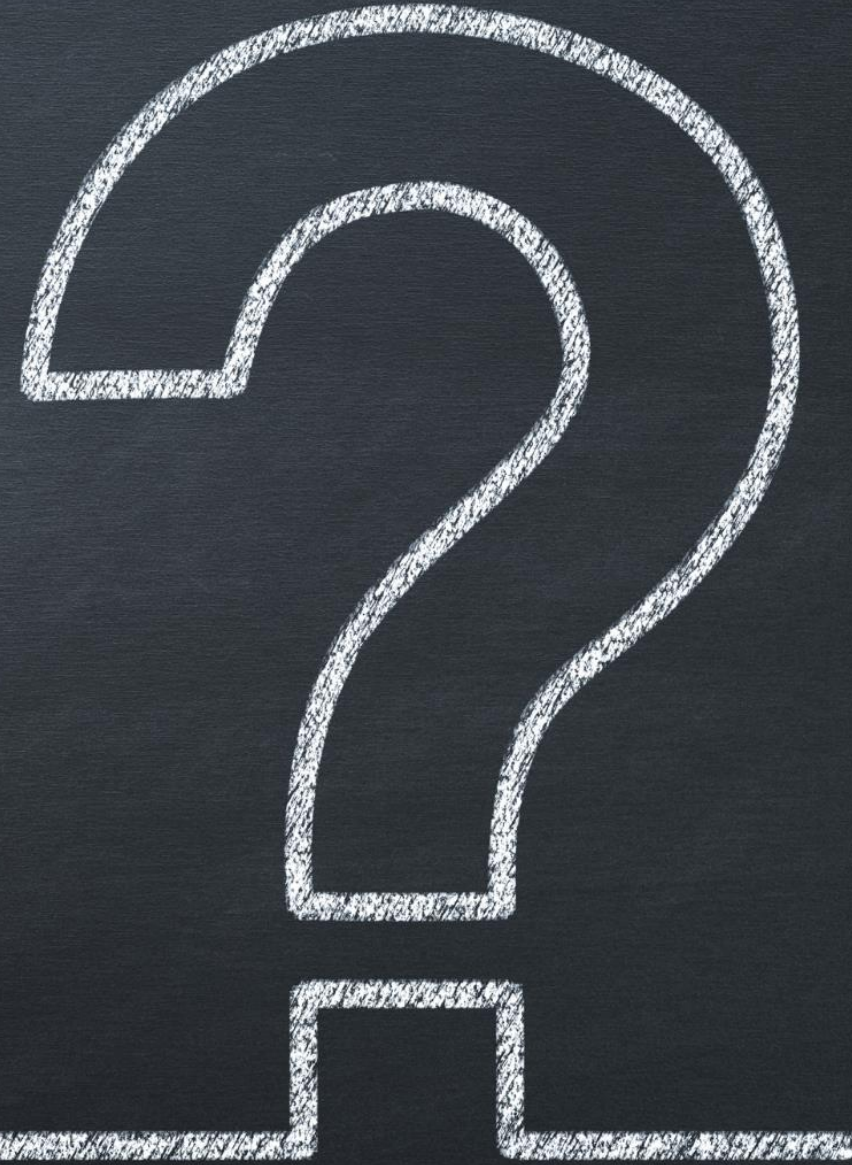
A comprehensive recruitment process

Charity Recruit advised Woodlands on how to implement a comprehensive recruitment process suitable for identifying and selecting the best candidates for the CEO role at Woodlands Hospice. The recruitment process was also designed to thoroughly assess candidates' core competencies for the role. Throughout the process, Charity Recruit provided invaluable guidance and support, ensuring the recruitment stages and timelines were effectively structured. This approach prevented the loss of qualified candidates and resulted in a successful outcome.

This process included the following steps:

1. **Initial Consultation:** Charity Recruit collaborated closely with Woodlands Hospice to understand their specific needs, criteria, and organisational culture.
2. **Candidate Search:** Charity Recruit utilised their extensive network and expertise in the not-for-profit sector to identify potential candidates with the requisite skills and experience.
3. **Candidate Evaluation:** A rigorous screening process was conducted, assessing candidates against Woodlands Hospice's criteria, including their experience in leading business change and senior roles in the not-for-profit sector.
4. **Shortlisting:** Charity Recruit presented Woodlands Hospice with a shortlist of highly qualified candidates who demonstrated the desired blend of skills and values.
5. **Interview and Selection:** Woodlands Hospice conducted a thorough interview process, evaluating candidates based on core competencies required for the CEO role. Charity Recruit provided guidance to ensure an effective and competitive selection process.

**Why
Charity
Recruit?**



Why Charity Recruit?

Woodlands Hospice commended Charity Recruit for their exceptional support and highly recommends their services to other organisations seeking top executive talent in the not-for-profit sector.

The company benefited from partnering with Charity Recruit due to the following reasons:

- Specialisation in the not-for-profit sector, offering a deep understanding of the unique challenges and requirements organisations face.
- Meticulous screening process ensuring candidates possess the necessary skills, experience, and cultural fit.
- Guidance and support throughout the recruitment process, streamlining the journey and securing the best outcome.
- Access to an extensive network of senior-level candidates, providing a diverse pool of talent.
- Woodlands Hospice has directly benefited from Charity Recruit's expertise, as demonstrated by the successful appointment of Robert Johnston as their CEO.

Charity Recruit's specialised knowledge, thorough screening process, guidance, and track record of success make them a reliable partner for organisations seeking top executive talent, with Woodlands Hospice being a prime example of the positive impact they can deliver.

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