



FLEXIBLE CHILDCARE
SERVICES SCOTLAND

Case Study



"Charity Recruit took the time to really understand what we needed. The candidates were excellent, communication was brilliant throughout and the whole process felt straightforward."

**Susan McGhee, CEO
Flexible Childcare Services Scotland**

Key achievements

- Specialising in senior appointments, Charity Recruit was brought in to identify candidates spanning charity, public sector and commercial finance backgrounds.
- Interview dates were accelerated during the search, showing Charity Recruit's ability to act quickly and protect a strong shortlist from competing offers.
- Four exceptional candidates were shortlisted within a single week, giving trustees genuine choice without compromising on quality.
- A targeted, consultative approach resulted in the appointment of an experienced charity finance leader, who accepted the offer immediately following interview.

The Challenge



Finding More Than a Finance Professional

Flexible Childcare Services Scotland's Head of Finance resigned, leaving the charity in need of a strategic leader able to build relationships across 16 childcare services.

The previous Head of Finance had come from a commercial background and had successfully strengthened financial reporting and systems. However, operating within a fully remote charity environment and influencing operational colleagues across multiple locations had proved challenging.

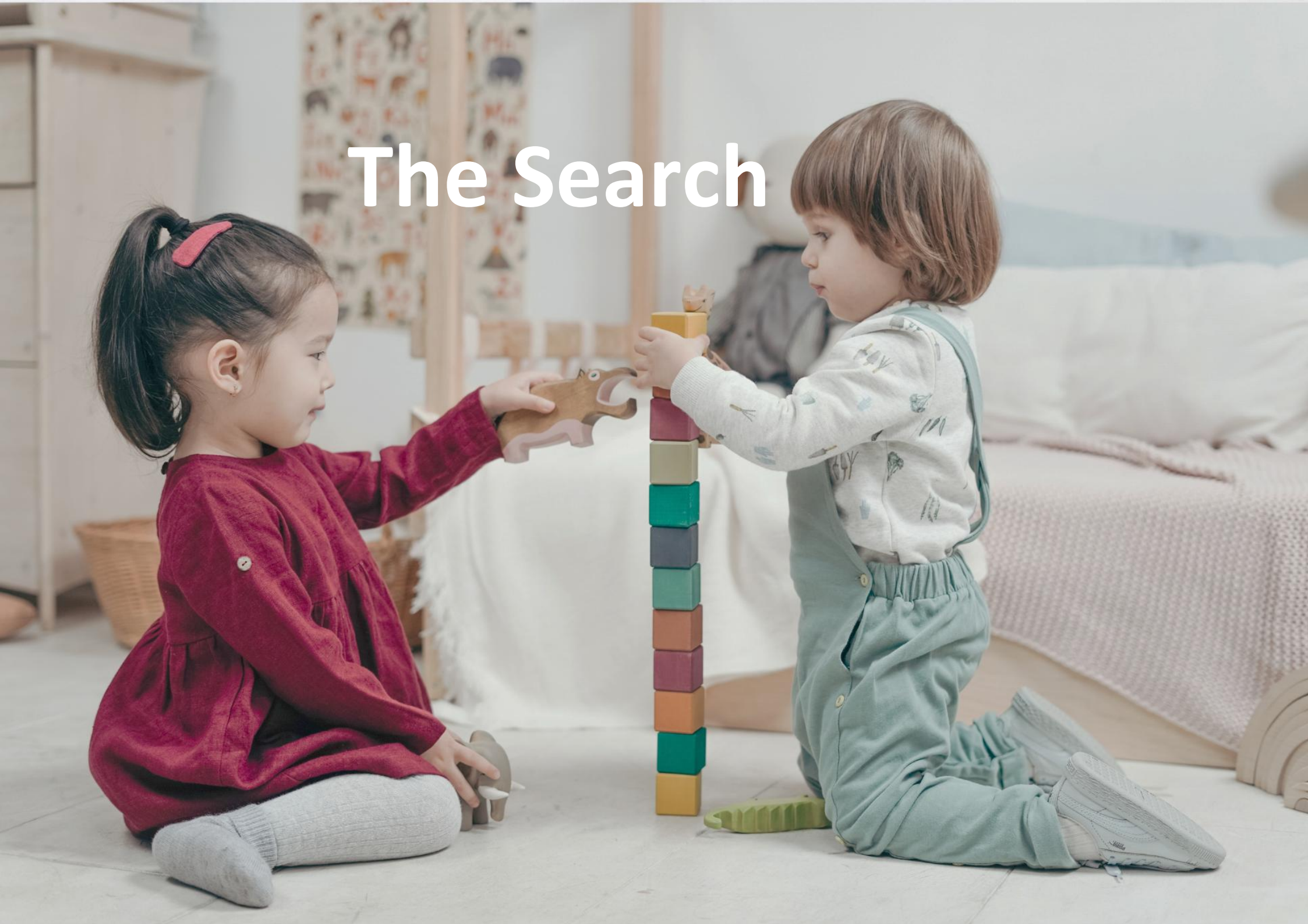
The new appointment therefore needed to:

- Lead finance strategically whilst remaining approachable and collaborative.
- Partner with operational managers across 16 childcare settings.
- Translate financial information into meaningful conversations for non-finance professionals.
- Report confidently to Trustees and the Finance Committee.
- Support future organisational growth through financial modelling and business planning.
- Thrive within a fully remote, values-led organisation.

Our recruiter at Charity Recruit, explained the approach:

"Finding someone who could handle the technical demands and build real relationships across 16 services was the challenge. The candidate ticked both boxes, and we're delighted with the appointment."

The Search



The Recruitment Process

Charity Recruit structured the search to move quickly, recognising that experienced finance leaders in this space are rarely on the market for long.

- **Discovery and Alignment:** With CEO Susan McGhee, conversations covered the strengths already built into the finance function, what had proved difficult in the previous appointment and how much flexibility could be offered to attract strong candidates.
- **Market Mapping:** Finance leaders were sought across charities, public sector bodies and values-led commercial organisations, each screened for genuine business partnering experience.
- **Candidate Assessment:** Screening interviews covered finance background, leadership style, partnering skills, board reporting and motivation for the sector.
- **Accelerated Process:** Four strong candidates emerged within just a week, and since each was already engaged elsewhere, interviews were moved forward quickly.
- **Final Selection:** Following interview, the trustees appointed an experienced Chartered Accountant with an extensive background in charity finance, governance and grant funded services, with the offer accepted immediately.

Confidence carried Flexible Childcare Services Scotland through the process, backed by rigorous shortlisting and a timeline built to protect their candidate.

Why Charity Recruit?



Why Charity Recruit?

Specialist knowledge of the charity sector, paired with a genuinely consultative approach, drew Flexible Childcare Services Scotland to Charity Recruit. Trustees wanted a partner who could identify technical strength without losing sight of cultural fit.

Once the appointment was made, Susan McGhee shared her thoughts on the process:

"Charity Recruit took the time to really understand what we needed. The candidates were excellent, communication was brilliant throughout and the whole process felt straightforward."

A strong, carefully assessed shortlist emerged from the search, alongside a swift, well-managed process and a finance leader positioned to support FCSS through its next phase of growth.

Sector expertise combined with a thorough, candidate-focused approach allowed Charity Recruit to help Flexible Childcare Services Scotland secure a Head of Finance at a critical stage in the organisation's growth, giving the finance function both continuity and confidence.



We'll help you appoint 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