

CHARITY Recruit



Reading
Almshouse
Charity

Case Study

A photograph of a row of red brick houses with white window frames and a stone wall in the foreground. The houses have dark roofs and red brick chimneys. A large, dark, semi-transparent text box is overlaid on the center of the image.

“Our experience with Emily from Charity Recruit has been exceptional. As a small charity needing support to recruit for a senior maternity cover role, Emily took all the stress out of the process and delivered exactly what we needed. She was attentive throughout and consistently followed up with us, making the entire experience smooth and reassuring.”

**Natalie Olembo,
Board of Trustees,
Reading Almshouse Charity**

Key achievements

- Reading Almshouse Charity successfully appointed an experienced operational leader, replacing the outgoing postholder within a fully remote, values-led environment.
- A carefully selected, focused shortlist of strong candidates was presented rather than an overwhelming volume for the trustees to consider.
- The appointment played a critical role in maintaining continuity and strong governance for a charity supporting over 100 residents across Reading.
- Charity Recruit remained closely involved throughout, following up consistently to keep the appointment process smooth, reassuring and free of unnecessary stress.

The Challenge



More Than Matching a Job Description

Reading Almshouse Charity needed a leader capable of settling quickly into a small, lean organisation, where trustees and residents alike would be relying on the appointment from day one.

The main priority was securing a candidate who could align with the charity's culture as much as its technical requirements, working collaboratively in a team where people often covered multiple roles. Every appointment carried real weight, given the direct impact on service delivery and governance for a charity supporting over 100 residents across Reading.

To meet this need, Charity Recruit was engaged, drawing on its specialist knowledge of the sector and its ability to assess candidates well beyond a CV. Reading Almshouse Charity recognised that its lean structure needed a partner who understood exactly what genuine fit looked like. Charity Recruit's experience with small, values-led organisation made it the right choice for Reading Almshouse Charity.

Our recruiter at Charity Recruit explained the approach:

"Reading Almshouse Charity needed someone who could earn trust quickly within a small, close-knit team. That meant looking well beyond the CV, and staying closely involved long after the offer was accepted."

The Search



The Recruitment Process

Charity Recruit treated both assignments as long-term investments rather than one-off placements.

- **Discovery and Alignment:** Time was spent understanding the organisation's culture, how the leadership team operated, the expectations of the Board and its long-term ambitions.
- **Targeted Shortlisting:** A focused shortlist was presented rather than high volume, allowing trustees to concentrate on genuine fits rather than sifting through numbers.
- **Close Interview Support:** Charity Recruit remained closely involved throughout, discussing feedback and helping trustees work through their final decision.
- **Post-Placement Follow-Up:** Regular review meetings continued after appointment, with the client soon describing the placement as "absolutely amazing" and expanding the role in response.
- **Governance Recruitment:** A second search covered trustee role profiles, the type of experience required and routes to market beyond the charity's existing network, identifying strong candidates for the Board.

The result was continuity across two very different assignments, backed by consistent involvement from Charity Recruit throughout. Trustees were able to move through both processes with confidence, supported by a partner who understood the organisation well enough to know exactly what good fit looked like.

Why Charity Recruit?



Why Charity Recruit?

Reading Almshouse Charity turned to Charity Recruit because the appointment itself had proved so smooth and reassuring from start to finish.

Natalie Olembo at Reading Almshouse Charity reflected on the experience:

"Our experience with Emily from Charity Recruit has been exceptional. As a small charity needing support to recruit for a senior maternity cover role, Emily took all the stress out of the process and delivered exactly what we needed. She was attentive throughout and consistently followed up with us, making the entire experience smooth and reassuring."

Many recruitment agencies are measured by the placements they make. Charity Recruit prefers to be measured by the clients who come back, and this appointment shows exactly why.

What could have been a stressful, time-consuming vacancy instead became a well-supported process, with Charity Recruit closely involved from initial brief through to a confident, stress-free appointment.



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