



HarrisHill
bringing remarkable people together



British Polio Fellowship

Finding a CEO to continue development for the future

British Polio Fellowship

Harris Hill Executive Search specialises in recruiting Chief Executives, Directors and Trustees for charities and not-for-profit organisations in the UK and overseas. We believe in adding value to our client's own recruitment processes and offer a tailored approach to each assignment.

Our client, the British Polio Fellowship, is a national membership organisation which employs 24 staff (full and part time) with more than 50 branches involving 250 volunteers. The British Polio Fellowship seeks to empower and support all people in the UK living with the effects of polio and Post Polio Syndrome.

THE CHALLENGE

Harris Hill Executive Search was first approached by the existing CEO at the British Polio Fellowship in 2008. After submitting a detailed proposal and attending an initial meeting, we were appointed in July 2009.

Our challenge was to find a Chief Executive with experience of leading a national membership organisation and who could lead the continued development of the British Polio Fellowship.

It was essential that the successful candidate had the appropriate senior management experience, sound financial acumen (with experience of fundraising), excellent communication skills and an understanding of challenges faced by disabled people.

WHAT WE DID

Harris Hill Executive Search was asked to provide a full recruitment service that reflected the British Polio Fellowship's particular demanding requirements, including their timetable and budget constraints.

Our Senior Consultant met with the British Polio Fellowship Trustees for an initial consultation to establish their specific needs. She then returned to the organisation to meet the Senior Management Team on a one-to-one basis to gain a further insight into the organisation's strategic plan and to gain an appreciation of the challenge.





HOW WE DID IT

Harris Hill Executive Search has developed a range of highly effective recruitment and selection techniques that enable us to identify, attract and screen candidates from all sectors, in the UK and overseas. These include pro-active search (head hunting) across all sectors and disciplines, utilising our knowledge of disabled candidates and organisations, on-line and print recruitment advertising, in-depth behavioural interviewing, reference checking and assessment centres.

For the role of Chief Executive for the British Polio Fellowship, our Senior Consultant recommended a full service recruitment campaign that was designed to attract candidates with appropriate management experience and commitment to the aims of the charity. We developed a cost-effective recruitment advertising campaign and advised on appropriate online media.

We also identified and approached potential applicants on our comprehensive database of pre-screened candidates. A tailored application pack was also developed, together with a bespoke website where applicants could download details of the appointment. The post also had to be open to members of the British Polio Fellowship and due to the publishing date of their internal newsletter we had to keep the post open to last minute applications right up to shortlisting.

Four shortlisted candidates visited the Fellowship's head office in South Ruislip at the end of September where they met the Senior Management Team, Chief Executive and two Trustees. The management team and trustees were then able to provide feedback to Harris Hill Executive Search. These meetings also enabled the candidates to obtain more information on the Fellowship for their final panel interview.

A final panel interview was conducted with the candidates at the Head Office of the Fellowship. Harris Hill Executive Search advised on the interview format and appropriate questions to ensure that the interview panel elicited the information they required to make an informed decision.

“ The Trustees were kept informed, involved and supported during the process, which led us to a successful appointment. ”

WHAT THE RESULTS WERE

Harris Hill Executive Search only recommends candidates who meet a client's brief. Our thorough screening and interview processes enable us to present candidates who demonstrably meet the person specification.

The successful candidate was appointed following final panel interview in September.

“ It was useful having one person working with us enabling us to build a good working relationship. ”

WHAT THEY SAID ABOUT US

'The recruitment of a new Chief Executive became an extremely straight forward process using the Consultancy. The Trustees were kept informed, involved and supported during the assignment which led us to a successful appointment. It was useful having one person working with us enabling us to build a good working relationship.'

Pam Jones, Chairman, British Polio Fellowship

WHAT WE COULD DO FOR YOU

At Harris Hill Executive Search we understand our clients' unique qualities and requirements. We provide a first-class, bespoke service that will help you to attract a wide range of candidates with the specific skills and experience your organisation needs. To learn more about our services, please visit our website or contact one of our team.



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