



HarrisHill  
bringing remarkable people together



Maytree Respite Centre

*Finding a Director to develop Maytree nationwide*

# Maytree Respite Centre

**H**arris 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, Maytree Respite Centre is a small, relatively new, but expanding charity with limited funds and with very specific requirements. Maytree, based in North London, offers a brief stay of four nights to actively suicidal people in a non-medical setting and apart from a small team of paid employees is staffed by some 90 volunteers.

## THE CHALLENGE

In January 2009, Maytree recognised that they needed to appoint a new Director who would have overall responsibility for the running of and sustainability of the charity, and researching the viability of replicating Maytree across the country.

Our challenge at Harris Hill Executive Search was to find a Director with significant senior management experience in front line service provision to lead this unique charity. Due to the growth plans of the organisation, the new Director needed experience of strategic development as well as the implementation and management of change.

## WHAT WE DID

Our Managing Director and Senior Consultant met with Maytree for an initial consultation to establish their specific needs, and to discuss the most appropriate approach to ensure that we identified and attracted a wide range of candidates.

We were appointed in June 2009 and asked to provide a full recruitment service.

Further meetings were held with the Senior Consultant who would lead the recruitment campaign. These meetings were designed to fine tune the recruitment and selection process so that it reflected Maytree's particular requirements.



**Maytree**



## 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, on-line and print recruitment advertising, in-depth behavioural interviewing, reference checking and assessment centres.

For the role of Director for Maytree, our Senior Consultant recommended a tailored recruitment campaign that was designed to attract candidates from the commercial, charity and not-for-profit sectors.

We developed a cost-effective recruitment advertising campaign and advised on appropriate online media. We also searched our comprehensive database of pre-screened candidates and identified a selection who matched the demanding person specification. A tailored application pack was also developed, together with a bespoke website where applicants could download details of the appointment.

After first-round in-depth screening interviews and reference checks had been completed by Harris Hill Executive Search, details of those who met the brief were then recommended to Maytree.

We arranged informal meetings for the shortlisted candidates who visited Maytree Respite Centre, in North London to meet the current Director and key management team members, as well as two of the 60 volunteers who assist the charity. These informal visits enabled the management team and representatives from the volunteer team to provide feedback to the current Director on the candidates.

A further round of interviews was conducted with the candidates and Harris Hill Executive Search advised on appropriate questions to ensure that the interview panel elicited the information they required to make an informed appointment.

**“ We have been most impressed by the thoroughness and the thought that went in to every step of the process. ”**

## 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. She took up her post in January

**“ We were steered through the process with great patience, consulted regularly and our views taken into consideration. ”**

## WHAT THEY SAID ABOUT US

'We were steered through the process with great patience, consulted regularly and our views taken into consideration; the paperwork was clear and comprehensible. Time is very precious at Maytree and it was a joy to have so much of the work done for us. We have been most impressed by the thoroughness and the thought that went in to every step of the assignment. We were given four potential candidates who had all been briefed well; all had relevant experience and good qualifications and might well have fitted the bill. We have appointed one candidate who starts her job at Maytree in the New Year.'

**Paddy Bazeley, Founding Director**

## 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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