

Exclusive Retained Recruitment

Case Study I

Client: YWCA Canberra

Requirement – *Exclusive Retained Recruitment – Executive Team*

Background

- Senior Executive roles within the Non Profit sector can be particularly difficult to recruit for within the Canberra market, as organisations traditionally struggle to compete with government salary rates for comparative skilled roles.
- The client had advertised the role through traditional media and was unable to identify a suitable candidate.

Client request:

- Screen and review existing applicants for the role from the direct advertising process
- Thoroughly test the market and identify high calibre candidates to engage and include in the recruitment process

Services Supplied

- Position profiling – behavioural and capability profiling
- Attraction strategy incorporating promotion, marketing and advertising - included
- applicant information kit with role description and selection criteria
- Short-listing and vetting-based reference checks
- Competency based interviewing and candidate assessments including behavioural profiling
- Weekly progress report and candidate summaries
- Selection advice and support

Key Challenges

- Candidates with knowledge of the sector that could display the required competencies were scarce at the level for this role
- Salary package for the role was low when benchmarked against comparable roles within the wider Canberra market

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Outcomes Achieved

- A shortlist of high calibre candidates was identified within the agreed timeframes
- Thorough vetting including competency based interviews, detailed reference checks and behavioural profiling ensured that a well informed decision to appoint was reached
- A highly suitable candidate accepted the offer that was presented and completed a smooth transition to take up the position
- That candidate is still engaged and making a significant and valuable contribution towards achieving the organisations key objectives

Client Feedback

“Working with HorizonOne Recruitment made our job selection process much easier. They identified a good pool of candidates, were able to manage a thorough and rigorous screening process, assist with reference checking and finalising the appointment. Their responsiveness and reporting meant the process moved smoothly and easily, and we were very happy with the service we received.” Rebecca Vassarotti, Executive Director of YWCA of Canberra