

Case Study: Appointment of Director of Employment Solutions at RBLI

Parkhouse Bell was appointed by the RBLI, a leading national charity with a long-established, nationally-recognised brand, who provide training, employment, housing and social care services.

Parkhouse Bell's appointment came at a crucial point for the organisation, which was pursuing strong growth and diversification plans in line with their ambitious new 10-year strategy. A key part of this plan involved developing and expanding their Employment Services division, which presented a unique dual operations and business development opportunity.

A strong, senior operator was needed to ensure the effective ongoing delivery of current contracts, but, importantly, required the post-holder to also have a strong capacity and aptitude for Business Development. The post-holder would retain responsibility for the strategic growth and developing new income streams.

In addition to finding candidates with exceptional experience, Parkhouse Bell placed a strong emphasis on cultural fit. RBLI has a nationally well-regarded and long-established brand, so it was crucial that the appointed candidate was equally values-driven.

Following an initial, extensive market mapping exercise to identify potential candidates, which encompassed the employment and skills sectors, Parkhouse Bell developed a set of pre-qualifying assessment questions to put to candidates, to ensure all were assessed equally against pre-approved criteria.

As an additional, added value service, Parkhouse Bell worked with their due diligence partner to carry out a comprehensive, forensic psychometric assessment for the shortlisted candidates, to better judge their cultural suitability and fit with the senior management team at RBLI.

The successful candidate was appointed from a private provider, and was note-worthy for their exceptional senior management experience across skills, justice and employment service sectors. Their previous experience of the social enterprise market allowed them to balance a commitment, understanding and appreciation of charitable aims with commercial practices, providing our client with unique and invaluable insight.