

Parkhouse Bell leads appointment of Chief Executive Officer for Association on Employment and Learning Providers (AELP)

Following a competitive process that included several high-profile recruitment organisations, including Odgers Berndtson, Parkhouse Bell was appointed in January 2016 to lead the recruitment of AELP's CEO to replace Stewart Segal, the outgoing CEO.

This assignment required Parkhouse Bell to work to an exceptionally tight timeframe which started on 22nd January 2016 and concluded with a successful appointment being made on 1st March 2016.

The AELP CEO role required an exceptional candidate who possessed a broad, diverse skill set and an untarnished professional reputation. The assignment also required Parkhouse Bell to have an in-depth and sophisticated understanding of the further and vocational education sectors and the political environment in which these sectors operate.

Parkhouse Bell developed a candidate briefing pack and a recruitment plan for AELP's approval which outlined key dates, including longlisting meetings and multi-stage interview schedules. Parkhouse Bell also offered interview consultation services, advised on the employment contract and supported on salary and package negotiations.

The position attracted significant interest from candidates from a wide variety of backgrounds, with candidates requiring that their applications be treated with discretion and confidentiality, due to their current employment situation. As many candidates came from AELP member and stakeholder organisations, funding bodies and government departments, sensitivity was crucial. As a result, the rejection of unsuccessful candidates required sensitivity to ensure AELP maintained positive relationships with the candidates.

Following the appointment of Mark Dawe to the position of CEO, AELP published a press release, in which Martin Dunford OBE, AELP's Chairman, thanked Parkhouse Bell for "the excellent service which it provided during the process".