

## **Parkhouse Bell successfully leads the appointment of Chief Executive at Seashell Trust**

Seashell Trust is a Manchester-based charity that provides residential, outreach and specialist education to children and young people with complex needs.

Following the retirement of their Chief Executive, after 10 very successful years leading and growing the organisation, Seashell met with a number of Executive Search companies who were invited to participate in a competitive tender process. Parkhouse Bell was ultimately appointed to recruit this key role for the Trust.

The Chief Executive's departure was to be kept completely confidential, as his resignation came at a pivotal time for the charity who were pursuing critical planning permission for a new school. Seashell's Trustees helped shape a clear vision for the incoming Chief Executive with an open-minded approach to candidates with backgrounds in Health and Education.

In addition to complete discretion, Parkhouse Bell was also required to find a shortlist of candidates who were willing to live onsite, or within a very small radius of the campus in Manchester. Seashell asked for a national and international search, recognising that there are talented individuals working overseas who should be considered.

Following an intensive recruitment search, Parkhouse Bell designed a two-stage interview process including the interview questions, presentation topic and group exercise (incorporating Seashell's senior management team). Parkhouse Bell attended all stages of the interview process, providing concise notes, additional organisational support and insight into the candidates.

Following the second stage interview, Seashell were delighted to offer the role to their preferred candidate. Parkhouse Bell were also able to ensure that the unsuccessful candidates had a positive experience which reflected well on Seashell Trust.

Parkhouse Bell continue to provide ongoing support to both Seashell and the preferred candidate, during her six-month notice period.

Seashell's Chair, Gwen Carr commented:

*"We chose to work with Parkhouse Bell on this key appointment as during the engagement process, it was clear that they very much understood the Trust's vision for its future leadership and actively shared our values, which was extremely important to us.*

*The whole process was characterised by good communication, responsiveness, integrity, support and a real commitment to working in partnership with my fellow Directors and me."*