

Case Study

DTP

Ashton Pioneer Homes

Recruitment of Director of Resources

Ashton Pioneer Homes (APH) is an award-winning, not-for-profit organisation, managing almost 1,000 homes in Tameside, Greater Manchester.

Objective

DTP was asked to support the association's board and Chief Executive in the process of recruiting a Director of Resources. The Chief Executive was keen to involve board members and colleagues in a robust selection and recruitment process and to ensure that a successful appointment would be made to this important executive position.

How we achieved this

Having worked with APH previously we were quickly able to gain a full understanding of the association's expectations and requirements, including the remuneration package and the associated terms and conditions of employment. We also agreed the overall process and the timetable, which would involve colleagues as well as the board panel. We set the criteria for recruitment, based on what the panel felt an excellent appointment would look like, taking account of the association's culture, values and the challenges facing APH and the sector.

We developed a candidate information pack and a list of potential target candidates, so that we could, in addition to the advertising, make direct approaches to people to improve the potential candidate 'long list'.

Advertisements were placed and expressions of interest were received. After the closing date we reviewed applicants' CVs and we held first stage 'screening' interviews with candidates that met the criteria. The whole interview process was conducted using video conference platforms (Zoom and MS Teams), due to the COVID 19 outbreak. Following the first stage interviews we made recommendations to the Chief Executive and the panel.

The preferred candidates were then invited to second (and final) stage interviews, which involved the panel and the Chief Executive, in a process that was facilitated by us.

Second stage interviews required candidates to make a 10-minute presentation on a relevant theme (provided to the candidates ahead of the day) to a panel of colleagues, also answering questions raised by that group. The candidates then gave a presentation to the board panel, followed by a series of questions from that panel. The board panel used an information pack, with pre-defined questions prepared by us to record their views on each candidate. This assisted the panel greatly in the debate and discussion which followed. Colleague group views were also fed into the process to inform a decision. The panel, assisted by us, made a unanimous decision and the preferred candidate was offered the post and accepted it.

Outcomes

The process was delivered on time and on budget, with the appropriate calibre of candidates being attracted to the position. The process was successful in that the preferred candidate, unanimously chosen by the panel, accepted the offer of the post and following the receipt of written references, will now take up the position in due course. It was a pleasure to have been asked to deliver this outcome for what is clearly a highly professional, well-run housing organisation.



This was a really important appointment for Ashton Pioneer Homes and once again we were supported by the DTP team. The whole process was very smooth and successful, and the board and I were very pleased with the outcome.

Tony Berry, Chief Executive, Ashton Pioneer Homes