



Case Study



“HR Recruit really understands HR and how to find exactly the right candidate for your business needs.”

**Tara Phillis, Director of
HR & Operations at
Venturers’ Trust**

Key achievements

- With HR Recruit, Venturers' Trust found the perfect senior HR manager, focused on change & development
- The new HR manager fits in perfectly with the leadership team and is contributing much to the business
- Venturers' Trust found HR Recruit to be much more efficient and specialist compared with other recruiters they had used.
- The Trust's Director of HR & Operations Tara Phillis, found all the candidates to be of a high quality and relevant to what they were looking for, and in the right geographical area.



The Challenge

Improving the employee experience

Multi Academy Trust, Venturers' Trust, urgently required a senior HR manager to spearhead its change initiative. The organisation, which manage schools in need of improvement, had just reached 3 years old and was at a crucial time in its development when HR was becoming critical in its success.

“We really needed a specialist in change and development,” said Tara Phillis, Director of HR & Operations at Venturers' Trust, “someone who could hold their own with the leadership team, who was able to ‘hit the ground running’ and an ‘unfluffable’ character.”

Tara tried using other recruitment agencies, but unfortunately, they were not able to deliver exactly what they wanted.

“We had a couple of issues when we first started recruiting for this position,” said Tara. “We found that other recruitment firms sent us candidates from all over the place instead of near where we are based. The process was also moving quite slowly, and, although we wanted to ensure we got the candidate right, it was also important we moved quickly, as this was an urgent placement.”

A magnifying glass with a black handle and frame is positioned over a stack of books. The lens of the magnifying glass is centered on the text "The Search". The books are stacked on the right side of the frame, with their pages visible. The background is a plain, light-colored surface.

The Search

The Recruitment Process

Eventually Venturers' Trust chose HR Recruit for a couple of reasons. They were so quick to come back to us, even during this strange period of Covid," said Tara. "After our recruiter spoke to us she very quickly understood our business needs perfectly as well as the type of candidate that could drive change for us." When searching for a senior HR manager for Venturers' Trust, the recruiter carried out an extensive, but timely, search to ensure the right candidate fit was found. The whole process took just 3 weeks. Initially, six CVs were sent to Tara, all from high-quality candidates. Out of the six, four candidates went on to the first interview and two to the final stage.

"To be honest, I would have been happy with any of the candidates," said Tara. "Every candidate was not only relevant in terms of experience and character, but they were also located in an easy distance from us as well. So, in contrast to the other recruiters we tried, HR Recruit managed to focus the search on our exact location using its network."

Our recruiter said: "As Venturers' Trust needed a candidate almost immediately; they were very quick to respond and therefore the recruitment process was extremely efficient in timescales. This meant that the whole process from start to finish was just less than 3 weeks."

Why HR Recruit?



Why HR Recruit?

Tara continues: “Our new senior HR manager is everything we wanted. She is happy to deal with a sharp learning curve, offers ideas that the leadership team haven’t thought of before, and is able to act at a senior level straight away. She is adding a lot to our business.”

“One great advantage of using HR Recruit is the screening process. When you are hiring an at a senior level this is even more important as they need to hit the ground running straight away to be effective.”

“I would say to businesses in need an HR professional that it is a great company to work with and won’t disappoint. Using them is straightforward and easy. Their recruiters are able to follow specific briefs, have a great network, and present you with candidates that are all high quality and exactly what you need. They really understand HR and how to find exactly the right candidate for your business needs.”



We'll help you find the perfect candidate

If you are looking for an exceptional HR appointment, please talk to us about your requirements.

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TEL: 0345 1309 889