



Case Study

A photograph of two healthcare workers in blue scrubs. The woman in the foreground is smiling and looking down at a clipboard. The man behind her is also looking at the clipboard. They are outdoors, with a blurred background of a building and a field. A semi-transparent dark blue oval is overlaid on the image, containing a testimonial in white text.

“The team at FD Recruit are responsive, experts, have sector-specific knowledge and provide no unsuitable candidates.”

David Warburton,
HR Manager at Trinity Hospice

Key Achievements

- With FD Recruit, **Trinity Hospice** was able their **ideal interim FD** in just a **couple of weeks**, by **year-end**.
- They needed someone with **charity specific experience** who had the **right personality to fit in with their culture**.
- FD Recruit **went the extra mile** to find the perfect FD by working **over the Christmas holiday period**.
- They set a **bespoke, detailed plan with milestones** which meant everything ran **very efficiently**.
- Trinity Hospice are **extremely happy** with the interim FD who has hit the ground running with **lots of industry specific knowledge**.



The Challenge

Urgent need for an interim FD to ensure a smooth hand over

Trinity Hospice urgently needed an interim finance director so they could hand over quickly and smoothly from their current FD.

“We were urgently looking for an experienced interim FD who could hit the ground running in the charity sector, but someone who was also the right character fit to work in a hospice with our culture and ways of working,” said David Warburton, HR Manager at Trinity Hospice.

FD Recruit was recommended to us by a mutual contact,” said David. “As FD recruitment specialists, we were confident that they could quickly deliver us a sector specific, quality candidate with the character traits we were looking for.”

The assignment was given to FD Recruit on Dec 23rd who assured them they would work on the role over Christmas and have a shortlist by the 2nd working day of January.

A person is walking through a dark, complex maze made of stone walls. A bright beam of light from a flashlight illuminates the path ahead, creating a strong contrast with the surrounding darkness. The maze is composed of many interconnected paths and dead ends, symbolizing a search or a journey.

The Search

The Recruitment Process

As promised FD Recruit sent a shortlist on 2nd January. They wanted a 2-stage process and managed to secure the services of an interim in less than 10 days of receiving the shortlist.

“We decided to 1st interview 6 candidates and shortlist 2 for the final interview,” said David. “FD Recruit gave us some excellent options and we really struggled to choose between the final 2 candidates such was the quality of the candidate. The whole process was extremely smooth from start to finish.

Our Recruiter said: “Having worked with charities many times before, I knew that it was difficult for trustees to find the availability to participate in final interviews (presenting a potential ‘banana skin’ situation). However, we were able to secure them for the final interview from the outset.”

“This meant the whole process and associated deadlines could work backwards from there. Everyone stuck to their tasks and the whole process went like clockwork. Having a project plan meant all the candidates were fully communicated to and it gave them a positive and professional perception of the organisation.”

Why FD Recruit?

Why choose FD Recruit?

“From start to finish, using FD Recruit was straightforward, easy and the whole process was very fast,” said David. “We followed bespoke detailed plan with milestones which meant everything ran very efficiently.”

“I was really pleased with our chosen interim FD, as he was exactly the sort of person we were looking for. He has come into the business and hit the ground running with good sector specific knowledge.”

“When we asked FD Recruit to prepare us a shortlist over Christmas, they went the extra mile to help during the holiday period.”

“The team at FD Recruit are responsive, experts, have sector-specific knowledge and provide no unsuitable candidates. I highly recommend them.”



We'll help you find the perfect candidate

If you are looking for an exceptional finance director or chief finance officer, please talk to us about your requirements.

EMAIL: enquiries@fdrecruit.co.uk WEB: <https://fdrecruit.co.uk>