



Case Study



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Key achievements

- An independent school in the North West required a Consultant Finance Director to support their specialised educational services for students with complex Social, Emotional, and Mental Health (SEMH) needs.
- FD Recruit successfully sourced and placed a highly experienced Director of Finance within a streamlined timeframe.
- The recruitment process showcased FD Recruit's ability to leverage long-standing relationships with highly qualified Finance Directors, ensuring an excellent match.
- The newly appointed Finance Director has made a significant impact, driving efficiency and progress for the school's operations.

The Challenge



Time-sensitive appointment

Finding a skilled Director of Finance for a niche educational institution can be a complex and time-sensitive task.

The client, an independent school offering tailored support for students aged 11 to 16 with SEMH needs, required a consultant FD to optimise their resources and maintain high standards of care.

With a clear vision but limited internal capacity to identify the right talent, the Founder recognised the need for external recruitment support, explaining: “I knew we needed expertise to help us grow and improve our financial processes, but I didn’t know where to start. That’s when I reached out to FD Recruit.”

The school sought a Finance Director with extensive experience in consultancy and a proven ability to adapt to the unique challenges of SEMH-focused education. Time was of the essence, and the role demanded a candidate who could hit the ground running.

The Search



The Recruitment Process

FD Recruit's structured and collaborative approach ensured the client's needs were met with precision. The process included:

- **Initial Consultation:** FD Recruit worked closely with the school's Founder to gain a deep understanding of their unique requirements and organisational culture.
- **Candidate Search:** A thorough screening of 50 potential candidates within FD Recruit's extensive network of portfolio Finance Directors.
- **Shortlisting:** A carefully curated shortlist of 5 exceptional candidates, all with a proven track record and familiarity with FD Recruit's standards.
- **Candidate Recommendation:** Highlighting the strengths and expertise of the successful candidate, who FD Recruit had worked with extensively in the past.
- **Placement:** Facilitating interviews and providing support to ensure the selection process was seamless and effective.

FD Recruit's recruiter noted: "The process was very smooth given the responsiveness of both the client and candidate. Our long-standing relationship with the candidate made it easy to showcase their strengths and explain the value they could bring to the client."

A top-down view of a large, rectangular puzzle made of light-colored wooden pieces on a wooden surface. The puzzle is mostly assembled, with the text "Why FD Recruit?" printed in a bold, blue, sans-serif font in the center. Several hands are visible around the puzzle, actively placing or adjusting pieces. Some pieces are scattered on the table around the main assembly.

Why FD Recruit?

Why FD Recruit?

FD Recruit's expertise in senior finance appointments and dedication to understanding the client's unique requirements were instrumental in achieving a successful outcome. The recruitment process highlighted FD Recruit's ability to match niche roles with exceptional candidates through their extensive network and deep knowledge of the industry.

By partnering with FD Recruit, the school benefited from:

- Access to highly qualified Finance Directors with relevant experience.
- A swift and efficient recruitment process tailored to their specific needs.
- Expert guidance and open communication throughout the process.

The Founder expressed their satisfaction, stating: "The Finance Director FD Recruit engaged for us is amazing and we are extremely grateful. The company is progressing significantly thanks to the input of our new FD – we just wish we'd contacted FD Recruit sooner."



Recruit

**We'll help you find
the perfect candidate**

If you are looking for an exceptional Finance Director, or another Senior Executive, please talk to us about your requirements.

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WEB: <https://fdrecruit.co.uk/>