

Background

Sarah wanted to reduce her working hours to create time for her young family.

Her role as Assistant Director of HR, was extremely demanding requiring full-time presence and continuity to stakeholders.

Supported by her employer, Sarah initiated the process to find a Talent Match. The aim was to form a partnership that offered their employer full-time continuity, whilst enabling their individual work and life priorities to integrate successfully and sustainably.

Timeline: Recruitment Interventions



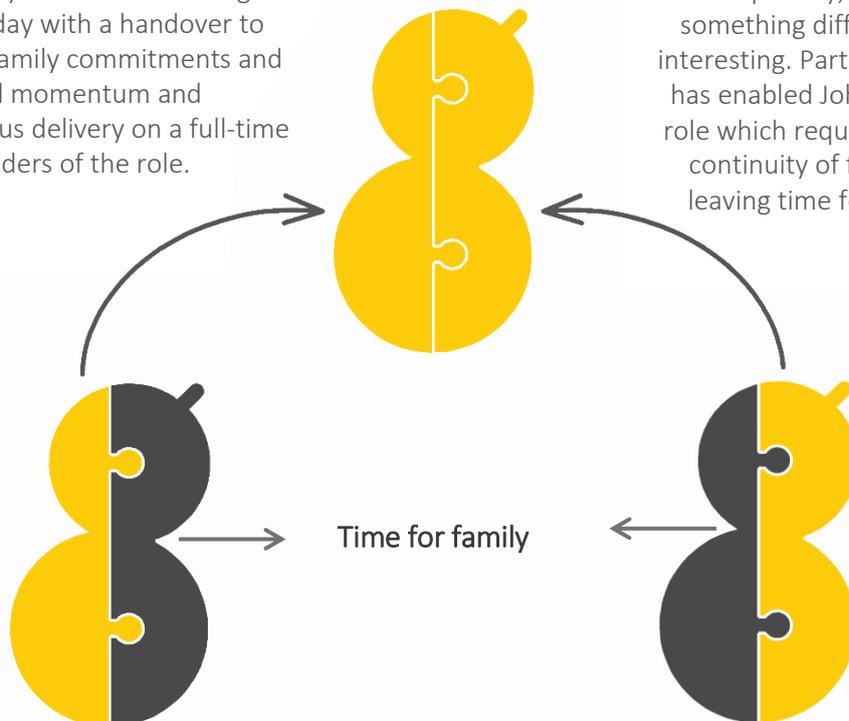
“We had a fabulous response to the vacancy during which Ginibee® offered crucial support to the incumbent and key recruitment interventions, which helped us to focus on the right talent matches and embrace the Talent Partnership” (Hiring Director)



Assistant Director HR

Sarah reduced her working week from four days to 2.5, to create time and energy for her family commitments alongside her career. By partnering with John, she achieved this whilst retaining the career path she loves and is highly skilled at. Working Monday to Wednesday with a handover to John, she manages family commitments and maintains the crucial momentum and capacity of continuous delivery on a full-time basis to key stakeholders of the role.

John has been able to continue his career at director level, bringing a breadth of skills from a new sector. At a stage of his life where enjoying time to pursue other interests and taking care of elderly parents is a priority, John was looking for something different, impactful and interesting. Partnering up with Sarah has enabled John to access his ideal role which requires the capacity and continuity of full-time, in 2.5 days, leaving time for his elderly parent.



Sarah

Sarah had a career of 12 years with her employer, working her way up to director level. Now with a young family, although Sarah had flexed to 4 days, in reality, she was finding it difficult to sustain the needs of the role with the demands of bringing up a young family.

The role is extremely demanding, dealing with high profile stakeholders across the University and the need for full-time continuity was growing.

In a bold move, Sarah led the search for a suitable Talent Partner, supported by Ginibee®, who she first discovered at their launch event the previous year.

“having Ginibee® there gave me the confidence to take this step and find the right match for me as well as for the role”

John

John had spent most of his career in the public sector, and for the past 13 years had worked for a council in a range of strategic roles. He was looking to apply his experience in a new sector, in an interesting impactful role that would also offer him time. His children are grown up and he now has an elderly mother who he cares for and wanted a career that would give him time for other important things in his life.

The fact that John had worked in a number of strategic roles, including HR brought a breadth of expertise and a diversity to the team that added significant value.

“I hadn’t come across a Talent Partnership approached in this structured way before and I thoroughly enjoyed the process, the support was excellent and feel I have got my ideal job”

Ginibee

Sarah and John had never met before their first speed meet match intervention. Our approach enabled Sarah (the incumbent), to lead the process of finding a suitable Talent Match for her role, with the support of platform led interventions, to enable interested candidates to engage as potential Talent Matches. Ginibee®’s accelerated matching interventions meant that only candidates that were identified as best for the role AND selected as a suitable match for Sarah progressed to interview. Finally, crucial briefings were held with the hiring team and Talent Partnership prior to day 1 of their employment to it was launched successfully to all stakeholders.

The role

The role is dynamic and far reaching, demanding a breadth and depth of skills and insights in order to communicate effectively with a wide range of stakeholders. Leading the design and delivery of a diverse and ambitious programme of HR projects, the role will drive and champion HR innovation and transformational change in support of the Employer’s strategic mission.

The employer

The employer is one of the world’s leading institutions with a reputation for excellence and achievement. Committed to gender balance, the employer was keen to explore more innovative recruitment approaches and used the opportunity to retain crucial talent, whilst also boosting productivity and specific skills to optimise key strategic developments.

to find out more:

If you would like to find out how a Talent Partnership intervention can work alongside your recruitment process, contact Sara Horsfall about the Ginibee® managed match approach and licensable solutions.

m: 07929 963539
e: sara.horsfall@ginibee.com
w: www.ginibee.com

 @ginibee123
 facebook.com/ginibee123
 linkedin.com/company/ginibee-ltd

