



An innovative Managing Director recruitment process adapted to The Ethical Property Company's values

The Ethical Property Company appointed Peridot Partners to support the development of a recruitment process that captured its collaborative ethos and involved its staff in the recruitment of its new Managing Director. Offering property solutions and investment opportunities to social change groups and investors, Ethical Property is a values-driven social enterprise that wanted a thorough means for assessing the competencies and culture fit of their next Managing Director.

This project came with the added challenge of recruiting to a post recently vacated by the organisation's Founder, who is developing sister company Ethical Property Europe.

Ethical Property chose us as their recruitment partner because of our willingness to work with the Non-Executive Board to develop a progressive recruitment approach in line with their values.

Early discussions with the Board highlighted the need to devise a bespoke application form that enabled clear appraisal of candidates within the context of the key areas of the role. We also worked closely with the Chair to develop a second stage assessment approach for long listed candidates, which included sessions with the Chair, Founder and two staff groups.

We championed this innovative recruitment approach for its ability to deliver comprehensive feedback on candidate technical ability, values and culture fit. We also recognised the organisation's strong commitment to collaborative working and worked to involve the staff team in the assessment process.

Following an attraction campaign including executive search and online advertising, we sifted the applications and provided the Board our long-list recommendations. We then supported the long-list assessment days, short-list deliberations and at the final panel interview. In addition, our assessment partner Ipsy Consulting devised appropriate psychometric personality and judgement exercises to further test the candidates before the final panel interview.

By building an approach emphasising both competencies and culture fit at each stage, we were able to present the final panel with a detailed assessment on each candidate from a range of perspectives. By drawing all the feedback together we were able to focus the recruitment panel sharply on key areas of investigation for each candidate, enabling effective, relevant final panel interviews and ultimately a confident appointment.

Bob Burlton, Chair of The Ethical Property said of our involvement:

"Ethical Property has just completed an extensive and thorough process to select its new managing director. Throughout, we have been supported by Peridot Partners and have benefitted greatly from their contribution. So, a big thank you to Grant and Tanya."