



Involving young people in the recruitment of the Foyer Federation's Chair

We recruited a Chair of the Board of Trustees for the Foyer Federation at a pivotal point in the organisation's history. With the current Chair stepping down and the charity taking increasing leadership in developing transformational programmes for young, disadvantaged people, Foyer Federation engaged us to find them a new Non-Executive Chair who would safeguard its governance, support its Chief Executive and help the organisation deliver new and increasingly innovative solutions to social inclusion.

Foyer Federation selected us for our successful track record of delivering Trustee appointments in the Third Sector, our commitment to ethical recruitment practice and for our aims to generate social return from our work. In this process we enabled Foyer residents, young people experiencing social disadvantage, to develop valuable skills and experience by playing a vital role in the recruitment process of new Chair.

Peridot Partners are passionate about involving young people in governance for the multiple benefits it delivers to all involved; here the Foyer Federation received honest, unfettered insight from its service users that proved instrumental when deciding who to appoint, while the young people involved received coaching on the recruitment process, enjoyed a CV workshop, gained real exposure to an employer's perspective, as well as gaining an important confidence boost. Indeed relationships built on that day mean that we continue to support some of these young people with CV and career advice.

Our approach to the recruitment process was based on a cost effective package of minimal print advertising (see advert below), instead utilising targeted headhunting supported by online advertising. We engaged potential candidates across the youth, social inclusion and housing sectors gaining commitment from a diverse mix of candidates while generating positive publicity for the Foyer Federation and Foyers nationally.

We supported the Foyer Federation through sifting applications, undertaking preliminary interviews and a range of advice and guidance in arriving at a strong shortlist of candidates for final interview.

Always thorough and transparent, we provided robust advice, detailed reports and regular communication updates for the Board of Trustees throughout the campaign. James Kelly was successfully appointed as the new Chair in November 2010 from a final field of three excellent candidates.

After the recruitment process Peridot Partners received the following communication from the Vice-Chair of the Board of Trustees who was leading the appointments committee:

"...On behalf of the recruitment panel and the board, I would like to thank you for the excellent work you and your team did around the recruitment of the Chair.

You picked up how passionate we all are around the current and future role of the Foyer and in the way Jane [our Chief Executive] is supported. In addition, to have found someone that can take good care of what Chris [current Chair] has worked hard to achieve was important. Your understanding of all of that and the detailed execution of the task was first class..."

Chair of Board of Trustees

Location: Farringdon, London - Unremunerated



There are 14 million 14-30 year olds living in the UK today and as many as 1 in 5 will experience disadvantage because they lack the skills, resources and opportunities to realise their potential. For over a decade, the Foyer Federation has supported disadvantaged young people through transformational programmes and campaigns spanning supported housing, training, employment and homeless prevention operating through integrated learning and accommodation centres, or Foyers, in over 130 communities across the UK.

This role will provide strategic leadership to the Board so that

the organisation can fulfil its ambitious mission and keep its young clients at the heart of what it does. You will support our outstanding CEO and senior management team, ensure the Board work as a resourceful team and effectively work with stakeholders.

You will have Chaired a Trustee Board and supported a Chief Executive previously and be able to demonstrate entrepreneurial flair, networking skills and an interest in developing innovative solutions to social inclusion. Empathy with our work and an understanding of the political context is important.

For an information pack please contact our recruitment consultant Grant Taylor at grant@peridotpartners.co.uk or for a confidential discussion contact Grant, or his colleague Tanya Stevens, on 020 7837 6401.

Closing date for applications: Friday 10th September 2010

www.peridotpartners.co.uk

peridot
for today's leaders