

## Cost effective, high value interim solution for leading Unitary Local Authority

A Unitary Authority outside London required an interim Head of Service for 12 months when the permanent post-holder was seconded to Central Government. An interim manager with practical and operational experience of adult safeguarding was required to lead the service through the implementation of a new re-structure. This meant handling a sensitive change programme as well as providing leadership and support to a team with low morale.

The client granted Peridot Partners exclusivity on this interim project in exchange for a customised search at an affordable fixed fee.

After a briefing from the Assistant Director of Adult Social Care, to establish the key deliverables and immediate challenges for this project, it was clear that a particular type of personality was required to lead the team, and that culture fit and leadership style proved equally important to the skill set specified.

We identified and then conducted in depth interviews with a number of potential candidates and suggested that the client meet just one candidate. We were confident that this individual had the right background, experience and personality, and that their approach would suit the team and circumstances at the Council. As this person demonstrated sufficient commitment and fit to the role, we were able to make a firm recommendation and not waste the client's time on seeing other less suitable candidates.

Our judgement was proved sound and the candidate was successfully appointed to the post.

By using Peridot Partners, the client was able to recruit an ideal interim manager for their organisation and in the process saved time and resources as well as approximately £10,000 in agency fees through our unique pricing and service model\*.

The successful candidate commended Peridot Partners:

*Peridot Partners have an honest, straightforward engagement which helps both sides get a sense of the potential post and the skill set required. They are very good at matching candidates to positions, in particular their fit to local line management. There is obvious investment by Peridot in the relationship (honest, to the point, with an absence of the game playing that can be a part of other top flight interim agencies).*

*They don't just fit the prospective employee to any role, but instead source an interpersonal fit in the interest of all sides that sets the basis for a positive, forward looking relationship. This inspires confidence in Peridot Partners consultants' judgement as recruiters. They also have a much better model of working with clients - namely their pricing model".*

\*Based on a traditional agency charging 22% margin on the interim managers' daily rate for 12 months.