



Flexible and tailored recruitment support for Kent Students' Union

Kent Union approached Peridot Partners to help recruit three external trustees as they moved to formal charitable status and improved their governance arrangements. With £9m annual turnover and 500 staff Kent Union is one of the best student unions in the UK and one of the Sunday Times 100 Best Companies to work for. We were delighted about the opportunity to work on these roles with the Chief Executive and President of this vibrant and effective organisation.

Kent Union selected Peridot Partners due to the Chief Executive's positive experience working with us as a candidate in another Trustee recruitment process. Kent Union also wanted to ensure that their first external Trustees were recruited professionally, in an appropriate way and within a limited budget. We are particularly proud that the majority of our work comes as a result of the positive personal experience of both clients and candidates, as well as from those who recommend us to others for our values-led approach and our fair pricing.

Kent Union were confident that they could attract candidates through their alumni. They simply needed a recruiter with an understanding of their requirements to appraise their recruitment communications (advert and candidate information pack), role profile and person specification, and to support them through the selection and assessment process.

Peridot Partners worked closely with Kent Union to define a process that met Kent Union's needs. After reviewing the draft communications and providing comments and recommendations for improvement, the final versions were agreed. Upon receipt of applications we sifted the candidates and then conducted preliminary telephone interviews with those selected. These interviews were then presented as written reports outlining the perceived strengths and areas for further consideration with each candidate. We then guided Kent Union through the decision making process on forming the final shortlist, drafted interview questions and advised on the arrangements for the final interview day. We attended the final interviews at Kent Union in order to provide continuing guidance and also to collect feedback for candidates who were not successful.

All three external trustees were successfully appointed and all have, according to the Chief Executive Jim Gardner, "settled in extremely well".

A key significant differentiator between Peridot Partners and the majority of recruitment businesses is our flexibility and willingness to charge only for the parts of the process where we add value. For example, we agreed at the outset that the best way to proceed would be to price on a daily rate with a fixed maximum number of days agreed. We delivered the project within budget charging for just 5 days work as this accurately reflected the time that we spent on the assignment.

Feedback from Jim Gardner was that Peridot Partners was 'Excellent' in all ten categories which included; quality of advice, openness, accuracy of our assessment and value for money.

Jim stated that "we really enjoyed working with Peridot Partners as they offered a fantastic, professional service which met the needs of our organisation as well as our limited budget".