

‘Search-only’ success at Slough Borough Council

Slough Borough Council had previously advertised this Head of Service role without success. We were initially asked to provide an interim manager to cover the post and subsequently briefed to source a permanent recruit.

We held detailed briefing meetings with the Director of Community and Wellbeing, the Assistant Director of Adult Social Care and the Senior HR Business Partner. Immediate and future challenges and key deliverables were established as well as the personal traits required by the ideal candidate. After analysing the previous advertising strategy and response it was agreed that we would not advertise again as the value of the investment was likely to be negligible.

We conducted a targeted headhunting campaign, identifying and contacting approximately 40 potential candidates and delivering a shortlist of 3 people. We provided weekly feedback so that our activity was open and transparent and all stakeholders kept aware of progress. Having met these candidates we provided evidence-based recommendations and candidate ratings that gave Slough Borough Council the confidence in the strength of the shortlist to invite all of our recommended candidates to interview. Our highest rated shortlist candidate was later appointed.

Surjit Nagra, Senior HR Business Partner, praised our partnership.

“The level of service from Peridot has been excellent in a recent exercise to fill a permanent position which was proving difficult to fill. They took time to understand our requirements and the culture of the Council. They paid important attention to the leadership and management style and approach the Council required of candidates, and the whole process was tailored to the Council’s needs/wishes.

From the point of agreeing the programme brief Peridot worked independently and to agreed timescales. We were provided with timely updates on progress being made...We were presented with a strong field of good quality candidates for final interview that matched the job specification and wider requirements of the Council, from which we made an appointment.

Throughout the process Peridot demonstrated their wish to assist the Council in achieving the right outcome rather than seeming to chase sales targets! We will certainly be using Peridot for senior positions in forthcoming months.”

The appointed candidate also praised our services.

“All the information was received in good time. You made yourself available for any questions/queries. The first interview, although quite informal, really set the scene in terms of expectations and issues. It was also really helpful having clear information in good time regarding the content of the presentation, and the key issues that they would want to address. This really helped me prepare well. I cannot honestly think of anything about the process that could have been better!”