

Local Charity Case Study

"At a time when I was looking to relocate from London, I found Pure to be one of the few agencies that spent time with me to ensure that the role for which I applied was a good match. The recruitment process facilitated by Pure was rigorous which gave me confidence to turn to them with my own recruitment needs. I have subsequently recruited a finance team which I am extremely proud of and I highly value Pure's contribution in achieving this." Luxon Shamba, Finance Manager



The organisation

Camfed is a non-governmental organisation dedicated to girls' education and poverty eradication in Africa. It is an international charity with 6 offices in the UK and throughout Africa.

The Brief

Camfed was in need of assistance in recruiting an experienced qualified Finance Manager for their Head Office in Cambridgeshire and approached Pure Resourcing Solutions to work with them.

Time was of the essence, as the company was operating with a temporary resource as their only finance employee had recently left. The brief was further complicated by the requirement for this person to have experience of charity work on an international scale. The person also needed to demonstrate a real empathy towards the charity's objectives and have the personality and ambition to want to make a difference.

Pure

Resourcing
Solutions

Accountancy
Office
Human Resources
Executive



The Solution

Pure worked with Camfed to create a job role description and personality profile that would attract the most appropriate candidates and then created a national online marketing campaign to advertise the post. We also set up a micro site on our website with links back from all job ads. The micro site showcased the charity's work with case studies as well as giving further information on the role and the candidate requirements.

Camfed outsourced the response handling to Pure and we reviewed each applicant thoroughly, analysing CV's and carrying out initial interviewing to ensure that the 3 applicants we presented were on brief and matched all requirements – both from a experience and expertise point of view as well as the personality fit within the organisation. The shortlist was presented within 2 weeks.

Results

Camfed was delighted with the candidates supplied and offered the position to Luxon Shumba an accountant from London. The job was filled within a month of first receiving the job description.



Four years on and CAMFED has grown exponentially to become one of the largest and most successful charities in Cambridgeshire. Luxon (the successful candidate) has been promoted twice and is now the Director of Administration and Operations and has subsequently used Pure to recruit a finance team of 4. The charity has also been supported by Pure's office division with the appointment of several administrative support staff.

For more information on our charity expertise and services please contact David Culley on 01223 209888