

MULTI-SITE HOUSING ASSOCIATION AND RESETTLEMENT CHARITY SOCIAL HOUSING

CASE STUDY:

Overview

Recently Red Snapper Recruitment worked with a **Multi-site Housing Association and Resettlement Charity**, a housing organisation supporting individuals and families across the South West and South of England. They are a major provider of a diverse range of housing, support and learning services for socially excluded people.

Part of the client's provision came in the form of a registered charity that believes in a future where older individuals, who come into contact with the Criminal Justice system, can lead healthy, dignified and fulfilling lives

Their mission is to help and promote the care, resettlement, rehabilitation and mutual aid of older people in the Criminal Justice System, through the delivery of good practice service delivery and support.

Challenge

Our client had an immediate need to fill several roles needing prison vetting within HMP's nationally due to the failure of their initial direct advertising campaign. The vacancies needed to be filled quickly as delays in recruitment could have an adverse impact on their provision within the Prisons.

CASE STUDY

Solution

Upon engagement, RSR collaborated closely with the hiring managers. The objective was to gain a comprehensive understanding of the role's requirements, responsibilities, vetting requirements and desired skills

Leveraging the insights gained, the account manager and a dedicated team of resourcers at RSR identified potential candidates with the most relevant skills and experience.

As part of the recruitment process, candidates were fully briefed on the job roles, with further information in the form of a news article and a 'day in the life' example giving an overview of the client charity, what it's like working in HMP and the needs of Older Prisoners.

The hiring managers were supplied (as requested): CV (covering any explanations for gaps in employment), a completed Qualification Questionnaire (which was to form part of the interview) followed by a Teams Interview

This tailored approach ensured that only the most suitable candidates were introduced to the client RSR worked with. 7 Vacancies were taken in June 2023 and all but one role was filled with candidates in place by July 2023.

Successful candidates were required to complete applications both for employment (including references) and Prison vetting. Once cleared, the candidates were able to begin their roles swiftly (with Prison vetting in process).

CASE STUDY

Conclusion

The successful collaboration between our client and RSR in regards to addressing critical recruitment needs exemplifies the importance of efficient and tailored recruitment solutions. By leveraging a thorough understanding of the role, swift candidate identification, briefing the candidate fully, timely interviews, and immediate offer processes, They were able to fill essential positions within a tight timeline. This case study underscores the significance of adaptability and strategic partnership in meeting urgent permanent staffing requirements.