

MULTI-SITE NOT FOR PROFIT HOUSING ASSOCIATION SOCIAL HOUSING

CASE STUDY:

Overview

Red Snapper Recruitment recently worked with a **Multi-site Not for Profit Housing Association CIC** that was redefining how social housing is delivered to those who need it most. Our client takes a proactive and flexible approach to deliver the right accommodation to more people, faster. With offices in Birmingham and Bradford, our client focuses on tackling the complex challenges of homelessness with innovative thinking and excellent levels of service.

Challenge

Our Client had a need to fill several roles across 2 locations. Candidates needed to have enhanced vetting, sound knowledge around homelessness, housing and benefits and a driving licence and access to a car. The vacancies needed to be filled quickly as delays in recruitment could have an adverse impact on their service.

Solution

RSR collaborated closely with the hiring managers, meeting with them to gain a comprehensive understanding of the charities aims and objectives and the role's requirements, responsibilities and right person fit. Drawing upon the information gained, the account manager and a dedicated team of resourcers at RSR identified potential candidates with the most relevant skills, vetting and experience.

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Conclusion

As part of the recruitment process, an advert campaign was created alongside a robust resourcing project using various CV searching platforms and RSR's own extensive database of candidates. The HR recruitment team were supplied (as requested) through an online ATS: candidate contact details, an overview of their transferable skills and abilities outlined in the job specifications, current job title, salary and notice period, confirmation of RSR's right to represent and agreement to the processing of the candidates information to the ATS along with a formatted CV. This tailored approach ensured that only the most suitable candidates were introduced to the client and that all recruitment processes were adhered to. Interviews, telephone screening and assessment days were arranged through the ATS and hiring manager and once cleared, the successful candidates were able to begin their roles.

The successful collaboration between this Housing Association and RSR allowed RSR to gain an excellent understanding of the type of skills needed which enabled a successful recruitment drive. RSR worked seamlessly within the client's own ATS and qualification requirements where candidates submitted were offered interviews and then placements. Through RSR's thorough understanding of the role, swift advertising and candidate identification, the Non-Profit Housing Association was able to appoint to essential positions which they had previously struggled to fill.