

## Case Study

Sector: Charity / Not for Profit  
Client Requirement: 1 x Project Manager  
Basis: Fixed Term Contract

### The Situation

The client a well recognised charity dedicated to saving children's lives. The charity wanted to rollout a large scale rebranding campaign to raise awareness of the charity and ongoing projects, to manage this they needed a project manager. They also wanted the project manager to implement project management structure within the organisation. The ideal candidates would have a solid understanding of project management and best practice and experience of successfully managing complex full end to end lifecycle projects.

Wellingtone were selected along with other recruitment agencies to help recruit for the role.

### The Wellingtone Process

Understand > Source > Assess > Introduce

The initial step was to understand the exact requirements to ensure we only sent candidates that we were confident the client would want to interview. So we discussed in -depth the responsibilities of the role and the attributes required by the successful candidate should possess.

The discussion allowed us to proceed with a clear understanding through which we were able to source / shortlist candidates from within our own internal database and create targeted adverts to be placed at:

- Wellingtone.co.uk: which has a traffic ranking in the top 7.72% of all websites (Alexa) and receives generally high search engine ranking
- Partner sites: jobs displayed on wellingtone.co.uk are automatically listed on a network of other prominent Project Management websites
- External Job Boards: we have full access to the UK's leading job boards

The shortlisted candidates completed a two step assessment process. This consisted of a high level evaluation against the role requirements and then a detailed technical interview with one of the Senior level Wellingtone Project Management Consultants. These steps enabled us to assess the candidates' project management competencies against the role requirements. The results were used to create the final candidate shortlist for submission.

### The Outcome

We introduced 2 high calibre Project Managers to the client, both were interviewed and 1 was successfully placed on a fixed term contract.

The successful candidate had previously worked as a Project / Programme Manager within a range of global IT organisations and had also gained experience as a Communications Manager.

Quotes

"Wellingtone provided 4 CVs which fitted our requirements well and we made an offer to one of these candidates"

HR Manager

A Software Localisation Company

"A very quick, professional and friendly service, we recruited 2 senior level contractors in a very short amount of time"

HR Manager

Central Government Agency

"Wellingtone helped us quickly recruit a Project Manager that matched our needs exactly. Thank you!"

Head of Communications

A Global Charity

"Wellingtone provided us with an excellent contractor, with her deep IT experience she yielded a very professional and pertinent piece of work for the organisation. I would thoroughly recommend Wellingtone to others."

Systems Director

Travel Insurance Specialist

"Reliable, dependable providing a guaranteed service"

Resource Recruitment Manager

Global CRM Solutions Provider