



PROVIDING SPECIALISED SUPPORT FOR CHARITABLE ORGANISATIONS



CHARLES HUNTER ASSOCIATES

Case Study by Jamil Olweny

ABOUT CHARLES HUNTER ASSOCIATES:

At Charles Hunter Associates, we understand the critical importance of assembling a social care workforce with the requisite skills, attitudes and qualifications, to provide high-quality care and support to individuals and families in underserved or marginalised communities.

As specialists in social work recruitment, we help organisations across the UK build their social work teams, ultimately improving their service delivery and client outcomes.

We understand the multifaceted challenges faced by both social work professionals and the communities they serve, so we are dedicated to bridging the gap by matching skilled social workers with the right positions where they can make a meaningful impact.



CLIENT

A charity organisation providing specialist support to vulnerable communities.

RELATIONSHIP START DATE

Starting from December 2023.

PROJECT OVERVIEW

The Charles Hunter Associates team was enlisted to support our client with hiring two Social Workers and a Senior Social Worker in Wales, Yorkshire and East Midlands. Acting on our client's strict requirements, we searched for and fielded candidates with proven experience in social work and assessments.

This project was more singular than a typical social worker recruitment brief. The social workers we sought had to be familiar with particular communities and the unique needs of vulnerable individuals and families within these communities.

Candidates were required to have an adequate understanding of the social, economic, and health-related challenges faced by individuals and families from these communities. Social workers with this knowledge are underrepresented in the current UK social services workforce, and the rarity of this skillset necessitated us to use all possible routes to identify suitable workers.

WHAT OBSTACLES/CHALLENGES DID YOU OVERCOME?

1. One challenge we faced was the issue of less competitive pay on offer relative to Local Authorities, locum social workers, and other private organisations. This presented a barrier to attracting qualified talent to these positions. However, we tackled this obstacle head-on by highlighting the unique opportunities and intrinsic rewards that these specialised roles offer beyond salary.
2. These positions were often situated in remote or less accessible areas, making recruitment efforts more difficult. However, we leveraged our extensive network and expertise in social work recruitment to reach candidates who were open to relocation or commuting longer distances. Additionally, we collaborated closely with clients to offer flexible working arrangements where possible, further enhancing the attractiveness of these positions.
3. The small team sizes posed a challenge in terms of limited progression opportunities for potential candidates. Recognising this concern, we worked closely with clients to develop clear career pathways and professional development plans to incentivise candidates.
4. The presence of multiple recruitment agencies competing for the same pool of candidates presented another hurdle. However, Charles Hunter Associate's proven social work sector experience, industry recognition and credentials enabled us to attract candidates from a broader pool of talent. We highlighted the distinct benefits and rewards associated with working in these community-based settings, emphasising the chance to break away from the traditional Local Authority environments.

OUTCOME FOR THE CLIENT:

We successfully placed an experienced Social Worker who was seeking a change of pace from their previous role as a locum for a Local Authority. This candidate was attracted to the challenge offered by the position and was eager to start within a month of the request.

The client expressed particular satisfaction with the quick turnaround time and the high calibre of the candidate presented. Our work continues for the remaining two vacancies, where we are tapping into our expertise and resources to identify suitable candidates who could meet the specific requirements of our client.

By fulfilling these vacancies, we not only met the immediate staffing needs of our client but also facilitated the transition of highly qualified professionals into roles where they can make a meaningful impact in the community.

A word from **ABBY BRYANT**, Operations Director, Charles Hunter Associates:

Jamil's work for this client has set a new precedent for our approach to serving clients and supporting candidates in a non-mainstream field. We are proud to have achieved this result for an organisation operating in a highly specialised area of social care.

With our ability to adapt to new challenges and unique requirements, Charles Hunter Associates is committed to supporting charity organisations that are usually hampered by significant recruitment difficulties.

We look forward to growing our relationship with this client and helping to support the UK's local communities by providing them with qualified and highly motivated social workers.



For more information on how we delivered this project, or to work with us **GET IN TOUCH WITH OUR TEAM TODAY!**