



PROVIDING SOCIAL WORKERS FOR GREATER MANCHESTER COLLABORATION



CHARLES HUNTER ASSOCIATES

Case Study – Luke Longman

ABOUT CHARLES HUNTER ASSOCIATES:

Charles Hunter Associates is a leading UK-based recruitment agency specialising in the social work and social care sectors. With a dedicated team of experienced consultants, we provide tailored recruitment solutions to meet the unique needs of our clients and candidates.

Our expertise spans locum, temporary, and permanent roles, ensuring that we can support a wide range of requirements within social work and social care.

RELATIONSHIP START DATE

We began work on locum placements in January 2023 and permanent roles in March 2024.

CLIENT

Greater Manchester Collaboration, consists of 17 councils across the Manchester area.



PROJECT OVERVIEW

In January 2023, I spearheaded a collaboration with Greater Manchester Collaboration to supply Social Workers for roles across children and adult services, and we have since become a valuable partner to them. We have been leveraging the resources and know-how of our permanent recruitment specialists to improve the Collaboration's staffing supply chain.

This project was a huge success for us here at Charles Hunter Associates, as it allowed us to grow not only our geographical presence in the North-West but also internally grow our division.

WHAT OBSTACLES/CHALLENGES DID YOU OVERCOME?

More than one challenge presented itself during this project. At the start of our partnership with the collaboration, we reviewed existing processes to uncover issues and any bottlenecks that might be hampering processes. One issue we identified related to communication and engagement with candidates. We found that feedback to candidates about the status of their applications was often delayed – running the risk of suitable candidates becoming frustrated with the process and dropping out before interview or job offer stage. We highlighted this issue to the client as an action point requiring immediate attention, resolving it quickly.

Our review also uncovered discrepancies in the pay rates offered by various entities within the organisation. It's not uncommon for large players who have worked with a range of recruitment suppliers to have inconsistency in pay rates, owing to the complexity of administration. My team's work helped facilitate a new pledge to harmonise pay rates for specific role types. This has helped create an even playing field for hiring across the organisation, with increased transparency around pay and placing them in a better position to attract and retain quality talent with competitive pay rates.

Additionally, we've established regular update calls with managers, with the aim of finding mutually beneficial outcomes, along with improving overall feedback, communication and efficiency.

OUTCOME FOR THE CLIENT:

Since 1st May 2023, we have submitted a total of 190 qualified CVs to the Greater Manchester Collaboration. Out of these submissions, 110 were unique candidates. This highlights our ability to attract a diverse pool of applicants and our commitment to finding the right fit for the council's requirements.

To date, we have successfully placed 23 candidates in locum and permanent roles. Our rate of placements is a testament to the quality of our candidate selection process and our understanding of the collaboration's needs.

Due to our diligent efforts in ensuring they have ongoing access to a stream of qualified candidates, we're continuing to build a strong pipeline of potential hires. This is evidenced by the multiple candidates we currently have moving through various stages of the interview process.

Greater Manchester Collaboration has benefited from reduced time-to-hire, lower recruitment costs, and increased employee retention rates due to our careful matching of candidates to roles. Ultimately our success in supplying social workers to the whole organisation has solidified our role as a valuable partner for the long-term.

A word from Abby Bryant, Operations Director at Charles Hunter Associates:



Luke Longman has been instrumental in our partnership with Greater Manchester Collaboration. His dedication and proactive approach have significantly contributed to our success, including his nous for identifying bottleneck issues and discrepancies that bear on a client's ability to recruit efficiently.

His efforts in ensuring timely feedback and fair pay rates have been invaluable. The results speak for themselves, with a high submission rate and numerous successful placements. We look forward to continuing this successful partnership under Luke's exceptional leadership.

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