

Executive recruitment case study

Recruiting for cultural fit

Re-Engage Youth Services



The client

Re-Engage Youth Services (REYS) is a NFP that provides a range of youth programs and educational services. Its mission is to re-engage young people back into education, work and the community so 'no young person is left behind'.

The challenge

REYS was growing at an amazing rate, but with their success came the challenge to restructure the organisation to fit its new size. They found that their organisation required a Chief Executive, instead of an Executive Officer, who could lead REYS through this growth. The Board chose to outsource the recruitment of this new role to ensure an objective selection. Being a purpose-driven organisation, the Board highlighted the importance of recruiting a leader who felt strongly connected to their cause and would nurture a collaborative results-orientated culture.

Our solution

Finding the right cultural fit was important, so Community Business Bureau (CBB) used a unique selection assessment process called the persolog® Employee Integrative System (EIS). This evidence-based process is used to predict the success of candidates by developing individual interview strategies. In these interviews, each shortlisted applicant was challenged to disclose their personal attributes and underlying motivations as a leader. These responses were then compared to the benchmarked key success factors as identified by REYS' Board.

As CBB is the only not for profit organisation in Australia accredited to use the persolog® EIS tool, this recruitment process was a new experience for the successful candidate, Suzanne Curyer:

// I have completed several psychometric tests in my career, but I'd never done anything like this before. The questions made me think carefully about what was important to me not only for my job preferences, but also about what environment I worked best in. The questions that were asked of me at the interview were very challenging and encouraged me to disclose more about what motivates me as an executive leader. //

**- Suzanne Curyer,
CEO Re-Engage Youth Services**

The outcome

CBB attracted many high-quality candidates for the role. Using the persolog® EIS process uncovered each candidates' true preferences for how they like to work within an organisational culture. From the candidates' responses, we identified the best fit with REYS' culture and purpose.

The Board unanimously supported the selection and were happy with the fixed-price executive recruitment service they received.

// CBB's highly skilled and adaptive recruitment consultant was under considerable time pressure but was able to provide our organisation with an excellent process. She maintained very thorough written and verbal communication with our panel representatives throughout the whole process. I highly recommend CBB's service. //

**- Ian Schaefer,
Chair Re-Engage Youth Services**



Sound like a good fit?

Get in touch today with our Senior HR Consultant, Andrea Collett on:

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