

Executive recruitment case study

# Recruiting for business fit

Volunteering SA&NT



**volunteering sa&nt**

*Leading volunteering in South Australia  
and the Northern Territory*

## The client

Volunteering SA&NT is a not for profit peak body representing the interests of volunteers and the volunteering sector. They have offices in Adelaide, Darwin and Alice Springs that support the advocacy, promotion and management of the volunteering sector.

## The challenge

Volunteering SA&NT had a vacancy for an Executive Manager, NT based in Darwin. Historically it had been difficult to recruit and retain strong candidates. To ensure a high calibre appointment, it was particularly important to look at candidates with sound business acumen and a passion and vision of growing and supporting volunteering in the Northern Territory. The budget in recruiting for this position was limited so CBB worked with Volunteering SA&NT to scope a recruitment service within the available funding.

## Our solution

Together, CBB and Volunteering SA&NT identified the recruitment actions that could be undertaken by Volunteering SA&NT in house based on previous training on how to conduct interviews using behavioural and inquiry techniques. This saved time and money as Volunteering SA&NT could manage the interview process.

Critical to the success of selecting the right candidate, Volunteering SA&NT also utilised CBB's persolog® Employee Integrative System (EIS). This unique assessment tool compared each short-listed candidate against pre-determined benchmarks including cultural and leadership preferences. CBB analysed this critical information to develop specific questions for each candidate. CBB briefed and coached the interview panel on what to look for in candidate responses.

## The outcome

Following the short-listed candidate interviews, Volunteering SA&NT reported the results to CBB and a new Executive Manager, NT was appointed within budget and the new skills acquired by staff of Volunteering SA&NT increased their internal capacity to select talent for future job vacancies.

**“ To guarantee that we were following a robust HR process, we needed an external organisation to assist with elements of our recruitment process. CBB was a valued partner and provided a much needed service to ensure the right candidate was chosen. ”**

**- Evelyn O'Loughlin  
CEO, Volunteering SA&NT**



### Sound like a good fit?

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

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