

Client case study:

Social Finance Foundation

Background

Social Finance Foundation is a not-for-profit organisation and wholesale lender of social finance. Having previously entrusted Robert Walters Ireland to exclusively place four roles, the Foundation once again turned to them to address a critical staffing need.



Facing the retirement of a key finance professional, the Foundation required an expert with a broad skill set, including financial control, reporting, audit, strategy, networking, lending, and operations. The challenge was amplified by the need for specific lending and banking experience within a tight salary range, and a three to four-month timeframe to ensure a smooth transition.

Approach

Robert Walters Ireland adopted a strategic approach, focusing on understanding the role and cultural fit required by the Foundation. The recruitment team leveraged multiple sourcing channels, including their extensive network, candidate database, headhunting, and referral programmes, to identify suitable candidates. Each potential hire was evaluated for their skills, motivations, and alignment with the Foundation's values.

Solution

Robert Walters Ireland's dedicated Accounting & Finance recruitment team crafted a shortlist of 11 candidates, with 9 presented to the Foundation. This resulted in six first-round interviews and two second-round interviews, ultimately leading to the successful placement of a candidate who met all the Foundation's criteria.

Results

The new hire ensured the continuity of the Foundation's finance function, allowing it to maintain its mission of supporting social lending organisations. This successful placement reinforced the Foundation's confidence in Robert Walters Ireland's ability to deliver effective recruitment solutions tailored to their specific needs.

Testimonial

"We have had the pleasure of working with Robert Walters on a number of occasions. Their professionalism, dedication and expertise have consistently impressed us. They take time to understand our needs and have always provided us with excellent service.

Their responsiveness and communication throughout the process is excellent and made the hiring process smooth and efficient."

- Garrett O'Donohoe – CEO at Social Finance Foundation