

The Not for Profit, Social Enterprise and Third Sector have proved to be hugely rewarding for Nigel Wright Recruitment

A few years ago, Nigel Wright was invited to pitch for the opportunity to find a new CEO for a high profile charity, based in Newcastle upon Tyne.



We gave the organisation a problem. The charity certainly felt we were well placed to execute the assignment effectively. There was recognition of the business and cultural affinities between our two organisations and the charity acknowledged the strength of our brand, as well as our reputation for market-leading customer service.

Ultimately, however, following the pitch, we were informed that another recruiter had been selected for the role, due to its better track record of completed recruitment assignments within the third sector. Following this disappointment, we set about addressing this set-back.

We immersed ourselves in the third sector. We taught ourselves how the sector is organised, about the funding infrastructure and the hugely competitive nature of fundraising. We learnt about policy and governance issues, skill shortages and the business administration and commercial skills, critical for emerging social enterprises seeking to flourish. We found out who the key representatives were and the role of professional advisors as well as many other features of this incredibly diverse and fascinating sector.

Today, Nigel Wright is a dedicated and recognised partner to many organisations across the third sector in the region. It continually

works with management teams and boards of Trustees, to find great people for a full range of functional and leadership roles. For many of us at Nigel Wright, an unexpected but welcome outcome of this process was discovering the great deal of professional development opportunities there were to be gained from being part of the third sector, well as the enormous amount of personal satisfaction that could be achieved through contributing time and expertise as either Trustees for, or volunteer supporters of, a wide range of organisations.

Significantly, partnering with the sector has resulted in a huge return on our investment, in terms of corporate social responsibility ("giving something back"), employee engagement ("the fun our team has working with and for our clients"), candidate relationships ("being able to introduce our candidates to a more interesting variety of personal and career development opportunities"), and client satisfaction ("seeing the tangible difference we make").

We are very passionate about the work we do in the third sector and believe that we now have a service offering that is uniquely different in the region. If you have a talent issue in your business today, we would be privileged to work with you and help you to find the best solution.