



# RECRUITMENT SERVICES

## Case study



## Director of Technical Services The Industrial Dwellings Society



### Contract length

September 2017 - March 2018

### Project overview

IDS manage around 1,500 properties in London. Following a strategic review, IDS decided to appoint a permanent Director of Technical Services to lead its compliance, asset management and repairs functions. IDS appointed our people resourcing experts who specialise in property and housing recruitment.

### What we deliver

After meeting with the client, we provided a job description that represented the organisation, the job purpose and its responsibilities. We also created a person specification that reflected the required skills, competences and personal traits that would fit the company's culture.

We briefed the client on our dedicated search, researched the market to identify candidates and made personal approaches to those selected. We arranged local interviews with the interested candidates to optimise the response. Following these interviews, we presented our shortlist to the client including CVs and our personal recommendations.

We reference checked and confirmed that candidates had the appropriate eligibility documentation. We arranged the client's interview schedule in advance and provided recruitment and property experts to accompany and support the company's board through the two-stage interview and presentation process.

### Our achievements

The client was able to select a high calibre individual whose experience fulfilled the brief and demonstrated the personal qualities that suited the organisation's culture. We managed the offer and acceptance, supporting the appointee through the resignation process.

The process Chris detailed was thorough, robust and targeted to fulfil our needs. Chris provided planned weekly updates so I could keep my Board fully briefed. Chris and I developed a great understanding and a close business relationship during this important period. The service we received from Pennington Choices was exactly as promised and we are very pleased with the outcome.

**Suzanne Wolfe, Chief Executive  
IDS**

## OUR SERVICES

Asbestos | Building & Quantity Surveying | Consultancy | Fire Safety  
Energy & Sustainability | Gas & Electrical Compliance | Training | Recruitment Services



# Compliance Manager Weaver Vale Housing Trust



## Contract length

November 2017 - April 2018

## Project overview

Weaver Vale Housing Trust (WVHT) is the only local landlord wholly based in West Cheshire and has completed over £100 million of improvements to its homes and a series of award winning new build projects. After instructing Pennington Choices for compliance consultancy, the WVHT Board determined the need for a dedicated, qualified Compliance Manager.

## What we deliver

WVHT commissioned our recruitment experts who, in consultation with the client, created a job description that effectively represented the company, the objectives of the post, the key tasks and deliverables. We also prepared a person specification that would suit the company's culture.

Following the client's approval of the job brief we set key milestones for shortlisting, interviewing and appointment. We researched the market to identify candidates suitable for initial interviews. After presenting our shortlist recommendations we undertook reference checks and confirmed that candidates had the appropriate eligibility documentation.

## Our achievements

Having agreed the client's interview schedule in advance, we provided WVHT with property compliance experts to accompany and support the interview process.

The client was able to select a high calibre individual whose experience fulfilled the brief and who demonstrated the personal qualities that suited the organisation's culture. We managed the offer and acceptance, including supporting the appointee through the resignation process.

They took the time to understand the role and the type of person that would fit our organisation. I can say that the service we received from Pennington Choices was outstanding. We were involved at the beginning and were kept informed throughout. We are very happy with the outcome and would use Pennington Choices to recruit in future.

**Neal Roberts, Asset Manager  
Weaver Vale Housing Trust**



Contact Chris Spencer,  
Head of People Resourcing  
for a confidential discussion

- 0800 883 0334
- recruitment@pennington.org.uk
- pennington.org.uk