

Friends of the Earth Europe (FoEE) recruits a Director

Keywords: pro-bono consultancy, job analysis, competencies, role profile, sifting tools, role play

→ The challenge

Mendas is committed to supporting social and environmental causes. FoEE were looking for a new Director, and Mendas was pleased to offer pro-bono consultancy.

We were presented with a familiar challenge; time pressure to fill the post quickly whilst ensuring a thorough job was done to recruit the right individual for the role.

→ The solution

Because of the democratic decision making processes of the FoEE, it wasn't enough to find a credible and skilled individual; the individual had to be comfortable implementing the decisions of others.

We started with a job analysis followed by an internet survey across the organisation. It was essential to involve as many individuals from the organisation, as we wanted to benefit from their knowledge, experience and opinions. Besides, a democratic organisation does not welcome decisions being imposed without consultation!

A role profile was finalised and key competencies were derived. Both were used as the basis for advertising, sifting and selection tools.

The assessment centre comprised of a semi-structured interview, an interactive role play exercise and a computer based psychometric test.

Both the interview and the role-play exercise were designed in close consultation with the client. The

candidate experienced the true-to-life scenario of dealing with a critical situation; an important provider of funding had publicly withdrawn their financial support from FoEE. The candidate needed to handle the immediate team and other key groups, and give a presentation to the cameras at a media briefing, followed by journalist questions.

The benefits of designing the interview in partnership meant FoEE contributed to the questions, this was then structured so all candidates were given the same opportunities to present their skills.

All exercises allowed the FoEE decision makers, to gain a better understanding of the strengths and development areas of each candidate. The media briefing recording was also presented to the decision makers.

→ The achievements

FoEE said that "Mendas helped recruit a new Director. Their help was invaluable and we would not hesitate in recommending their services to others."

Mendas donated £8865 as time and resources to FOEE.

