

HOW TO HIRE GREAT CULTURAL FITS

The National Trust are a widely known and acclaimed UK conservation charity. Sanderson have worked with The National Trust for fifteen years and as such we have a well-established relationship with them as their trusted suppliers. During the course of this relationship, The National Trust approached us with the challenge of helping them to hire new staff for tech and IT roles which were in high demand due to the modernisation of some areas of the Trust's customer offering. Hiring new staff for The National Trust was more complex than simply finding highly-skilled candidates. A major part of the Trust's ethos lies within the emphasis on company culture and personality-fit within the workplace. As such, it was hugely important that we found candidates who not only met the criteria of the role, but were also a perfect fit for a culture which is steeped in tradition and purpose.

THE SOLUTION

Always endeavouring to improve our understanding of company culture at The National Trust equipped us well for finding candidates who met the criteria. To ensure that the contractors we identified really would fit in at the Trust we implemented focus sessions to educate prospective candidates fully on the environment and culture they would be working in. This allowed us to identify those who may not fit with this and also allowed the contractors themselves to withdraw if the fit wasn't right for them.

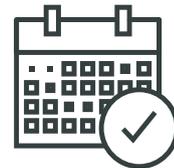
THE RESULTS



CULTURAL
FIT



SERVICE
EXPANSION



LONGSTANDING

All successful candidates were deemed an excellent cultural fit by the Trust. The candidates we found were so well suited that many contractors have extended past their initial engagement and have been re-employed on other projects. We have now filled vacancies in over 16 different areas of the business from developers to PMOs. Our relationship with The Trust is still longstanding as a result of years of successful placements and we have now placed 299 candidates during our time there.