



Beyond the Box:

*Recruiting Trustees for
stronger, smarter boards*

Paula Barber - Hamilton Barber Recruitment

Set the Scene...

- Like for like?
- Succession planning
- Growing the board
- Merging
- The person

I know someone who...

- **Be strategic**
- **Skills analysis**
- **We want some diversity**
- **Diversity Audit**
- **Future proof**
- **Be consistent**

Be prepared

- Realistic job description
- Timeline
- Recruitment panel
- Advertising and placement
- Geography
- Onboarding

The Search process

- Use all networks
- Make it easy to apply!
- Be consistent
 - Accessible
- Offer a conversation
- Be open

Tell me about yourself..

- Conversation not interrogation
- Same interviewers
- Values and evidence based
 - Knowledge of responsibilities
- Whats in it for them
- Ask various skills questions

Keep them keen...

- Give feedback
- Take references
- Be clear about next stage
- Provide a buddy
- Keep in touch
- Provide training

Why recruitment matters

- **Strong boards drive strong charities**
- **Strategic recruitment builds resilience**
- **Balanced mix of skills and perspectives**
- **Getting it wrong can be catastrophic**



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