

senior recruitment



executive search and selection

Action Planning's senior recruitment team specialises in recruiting chief executives, fundraising directors and other senior managers. It provides a bespoke search and selection service, drawing upon our unrivalled experience and range of contacts in the voluntary sector.

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strategy and fundraising consultants

senior recruitment executive search and selection



Appointing and retaining the right people is the single most important factor in determining organisational success. Action Planning offers a suite of integrated services for filling chief executive and other senior staff positions. We specialise in appointing professionals within executive management, fundraising, marketing and communications.

The key is personalisation. Each recruitment assignment is unique; our solutions are tailored to suit each position and its role within your organisation. From the initial meeting, our approach is based on getting to know you and your needs. Using our extensive network of contacts, we can then look across the sector and beyond to find the right candidates for your culture and context.

crafting your message

It is important to communicate not only the skills and competencies you require, but the soft skills and cultural fit you need. Action Planning can provide comprehensive support with job and person specifications, competencies, and the wording and placing of advertisements.

finding the right candidates

The right people are out there, but they may not know about you and the opportunities you offer. We can help you advertise in the right places and headhunt skilled professionals. Our network extends across traditional charities, international NGOs, voluntary sector organisations, colleges and schools, hospitals, NHS trusts and more.

selecting the candidates

Selection entails much more than sorting CVs. Our team can manage responses to advertisements, shortlist candidates, conduct preliminary interviews, administer psychometric testing, prepare an intensive assessment centre including the training of trustees on the process, and advise on the final selection board.

ensuring a good fit

Once you have chosen your candidate, Action Planning can help design induction and training structures, offer mentoring for a new chief executive or facilitate change management. Our interest in the long-term success of our appointments does not end once the contract is signed.

“Action Planning facilitated the selection of candidates for appointment as our chief executive and ensured we chose the right candidates for interview. Such a process ensured a transparent and objective search in which the right candidate chose himself for the post.”

Dr Max Huxham, Chairman, Jennifer Trust for Spinal and Muscular Atrophy

“We were really impressed with the way you worked with us, the information you provided and the way you kept us up-to-date with the headhunting process. We could certainly use you again.”

Jan Tallis, CEO, School-Home Support

“Having used Action Planning to recruit over many years, I consider them very strong at clarifying the brief, dedicating a specialist to the task, working to tight timetables and supporting the new appointee in post.”

David Grubb, Fundraising Campaign Director, Church Urban Fund

examples of our work

Action for Kids - appointment of Fundraising Director and Finance Director

The Butler Trust - appointment and mentoring of Fundraising Co-ordinator

Church Urban Fund - appointment of Fundraising Campaign Director and National Volunteer Manager

CICRA - appointment of Executive Director and General Manager

Civic Trust - appointment of Fundraising Manager

Habitat for Humanity - appointment of National Fundraising Communications Director, Corporate Fundraising Manager and Trusts and Statutory Fundraising Manager

InterHealth - appointment and mentoring of Fundraising Manager

The Jennifer Trust for Spinal Muscular Atrophy - appointment of Chief Executive and Fundraising Director

Pasque Hospice - appointment of Head of Fundraising

Peace Hospice - appointment of Chief Executive and Director of Development

Royal Blind Society - appointment of Head of Fundraising

Royal School for Deaf Children Margate - appointment of Development Director

Southampton University Hospitals NHS Trust - appointment of Head of Fundraising and Fundraising Administrator

Trees of Hope - appointment of Chief Executive

Ukwama Children's Orphanage Trust - appointment of Fundraising Director