Spider

award-winning experts in multi-job board online advertising!

Case Study.

Finding the Right Fit: How We Helped Emmaus Suffolk Recruit with Purpose

Emmaus Suffolk is a charity which works with vulnerable, socially isolated people and those at risk of homelessness.

Objectives

Cost Concerns

The board of trustees at Emmaus Suffolk had previously approached traditional recruitment agencies, however were wary of the financial outlay. They wanted to ensure that any investment would deliver tangible value, without exceeding their budget.

Desire for Partnership

Emmaus Suffolk were keen to work with a recruitment partner who shared their passion and values. They sought someone who understood the charity sector and the unique needs of their overall objectives.

Alignment with Wider Support

Emmaus Suffolk wanted a solution that complemented their support network, ensuring any new hire would fit seamlessly within the charity's mission and local connections.

Approach

Leveraging Expertise

We drew on our experience with board-level appointments in the region, sharing examples to reassure Emmaus Suffolk that we understood the sector and required profile.

Candidate Screening

Telephone screening provided insights beyond CVs, helping identify candidates with the right skills and values fit.

Targeted Advertising

The role was advertised widely with an optimised, engaging job advert. We used job boards and social media to reach candidates aligned with Emmaus Suffolk's mission and values.

Candidate Management

Emmaus Suffolk opted for enhanced, customised telephone screening to meet their specific needs and confirm candidate availability. We also handled all candidate correspondence to ensure a consistent experience.

Results

100+
Candidates Reached
across three targeted locations.

6
Interviews Conducted
from a focused shortlist.

£12k
Saved vs Agency Fees
with our cost-effective approach.

1 Successful Placement - delivered within budget and timeframe.

"Thank you, Spider, for the **excellent service that you provided** to our charity in our search for a new CEO.
You worked hard to **thoroughly screen the candidates** for us, ensuring only the most appropriate candidates made it through the first screening .
The (Spider) team conducted **initial telephone interviews**, following a set of pre-made questions we provided, which streamlined the process and **saved us valuable time**.
Spider regularly checked in with us, to ensure that we were on track and meeting important deadlines.
Your **attention to detail and commitment to our success has been first class**. We would highly recommend their services to anyone looking for a reliable recruitment partner."

- Chair | Emmaus Suffolk

Spider
industry insights
Charity & Not-for-Profit

Financial Pressures

Rising costs, reduced funding, and the recent employer NIC increase are **challenging budgets across the sector**.

In response, charities are streamlining operations, building **strategic partnerships**, and adopting more cost-effective ways of working. This shift is encouraging innovation and helping organisations make every pound work harder.

Declining Donors

While fewer people are donating than in 2016, those who do, are contributing more. This gives charities **an opportunity to focus on nurturing relationships, improving donor experiences**, and encouraging repeat support.

By **building stronger connections** with a smaller, engaged supporter base, organisations can drive greater impact, secure more sustainable funding, and foster long-term loyalty.

Digital Transformation

Digital maturity across the sector remains moderate, but the **increasing adoption of AI and data-driven tools** is opening new possibilities. By improving digital skills and **embracing technology**, charities can enhance fundraising, personalise communications, and increase efficiency, all while reaching a wider audience.

Advertising Tips

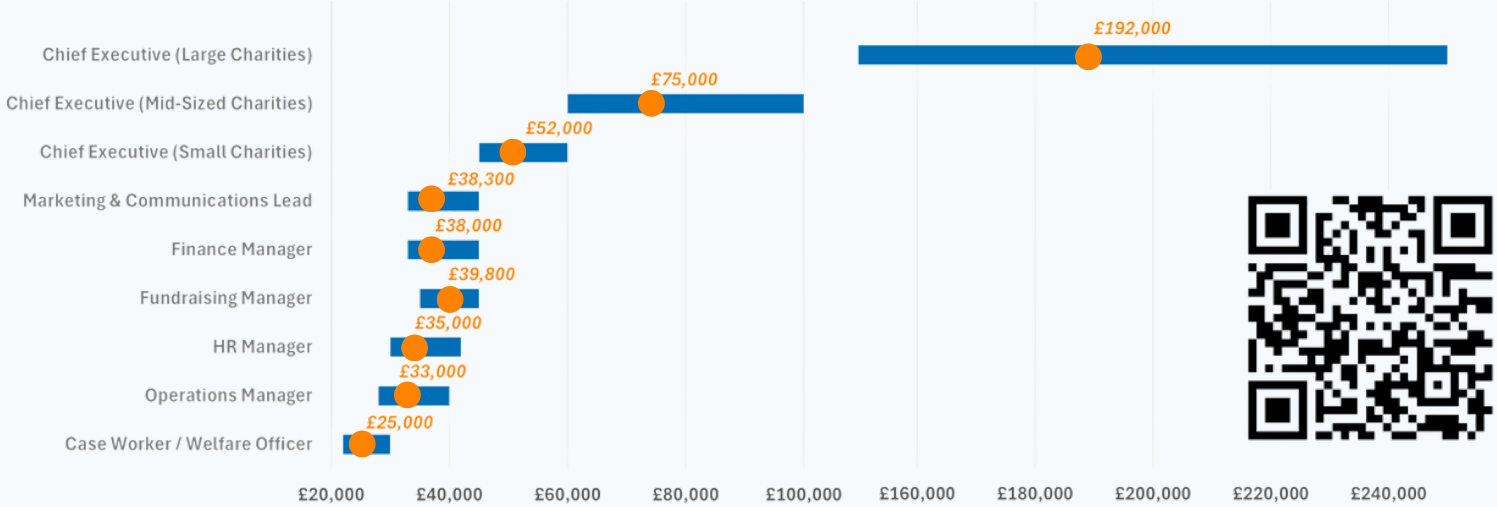
- Showcase your mission and impact to attract **values-driven talent**.
- Look **beyond CVs to find candidates** who share your values and vision.
- Streamline hiring to **secure top talent** before they're snapped up.
- Tell your story, using real staff and beneficiary stories to **inspire and connect** with candidates.

For more information on how we can support your recruitment advertising requirements, scan the QR code below to email us:

hello@spiderrecruit.co.uk

01473 276146

Salary: UK Range vs UK Average



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