

## Retained Search for Director of Governance & Assurance

Retained Search | Social Housing

An exclusive retained search to secure a Director of Governance & Assurance in a fiercely competitive talent market.

### Key Achievements

- ✓ Passive, off-market candidates engaged
- ✓ High-calibre shortlist via targeted search
- ✓ Permanent governance leadership secured

60,000-Home Housing Association



### Executive Summary

A large Housing Association engaged us on an exclusive retained search to appoint a Director of Governance & Assurance. Through a targeted executive search campaign, we secured a high-calibre governance leader who aligned with the organisation's technical, cultural and leadership requirements.

### The Challenge

Operating in a highly competitive and specialist talent market, the organisation needed a senior governance leader capable of strengthening governance strategy, regulatory assurance and executive leadership. Previous recruitment activity had generated limited engagement from suitable candidates.

### The Objective

- Appoint a permanent Director of Governance & Assurance
- Access a broader governance talent pool
- Deliver a confidential executive search process
- Secure strong cultural and leadership alignment
- Strengthen long-term governance capability

### Our Solution

We delivered a retained executive search campaign tailored to the organisation's requirements. This included stakeholder briefing sessions, market mapping, direct search and headhunting, competency-based assessment, shortlist presentation and end-to-end stakeholder management.

The retained approach enabled access to passive candidates who would not typically engage through traditional recruitment methods.

### Results

- ✓ Successful appointment of a permanent Director of Governance & Assurance
- ✓ High-calibre shortlist delivered through targeted search
- ✓ Positive feedback from stakeholders and candidates
- ✓ Passive, off-market candidates engaged
- ✓ Strong candidate engagement across a competitive market
- ✓ Long-term governance leadership secured

“ The professionalism, market knowledge and quality of search delivery exceeded expectations throughout the process. We were particularly impressed with the calibre of candidates presented and the level of stakeholder engagement maintained from start to finish. The successful appointment has already made a significant impact within the organisation.

— Chief Executive, Housing Association



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