



Specialists in housing recruitment



OVER 20 YEARS EXPERIENCE

We know that, as an employer within the housing sector, you require a recruitment partner with comprehensive knowledge of this specialist market; someone who understands the challenges and opportunities available to top tier candidates in this highly dynamic field.

PageGroup started working in the housing sector in 1992 and since then we have had the pleasure of working with a range of organisations, including ALMOs, social housing trusts and local regeneration authorities.

As a dedicated recruitment partner PageGroup, comprising Michael Page, Page Personnel and Page Executive, can help with strategic succession planning, enhance diversity, ensure consistency and growth of the employer brand and build local, regional and even international talent pools, saving money and time in the process.

We can recruit talent across all the following business disciplines, at all levels and throughout the UK.

Consultancy, Strategy & Change

Facilities Management

Finance

Health, Safety & Environment

Human Resources

Legal

Marketing

Procurement & Supply Chain

Property

Secretarial & Business Support

Technology



OUR UK AND EIRE LOCATIONS

WE ARE WHERE YOU NEED US TO BE

Aberdeen
Birmingham
Brighton
Bristol
Cambridge
Cardiff
Chiswick
Coventry
Dublin
Edinburgh
Glasgow
Guildford

Kingston
Leeds
Leicester
Liverpool
London City
London West End
Maidstone
Manchester
Milton Keynes
Newcastle
Nottingham

Oxford
Reading
Slough
Sheffield
Southampton
St Albans
Watford
Weybridge





OUR TRACK RECORD

We have **over 20** years
experience recruiting
into the housing sector.

We have placed with
over 50
different housing associations
in the last 12 months.

🏠 January —————> December 🏠

We have **37** specialist consultants
operating in the UK.

We have retained
and advertised



29 senior positions
with social housing
providers this year.



WELL NETWORKED



homes for living



Incorporating Westcountry Housing and Tarka Housing



PEABODY





WELL NETWORKED





A FEW SUCCESS STORIES



SOURCING PROCUREMENT AND SUPPLY CHAIN PROFESSIONALS FOR CIRCLE HOUSING

The division – Michael Page Procurement & Supply Chain

The background:

Circle Housing were about to undergo a major transformation of its procurement and supply chain capability. Their new Procurement Director had proposed a new structure that involved recruiting 17 new positions across a range of locations.

Circle Housing had chosen to speak to Michael Page because of our national reputation. The Procurement Director had enjoyed a strong working relationship with a number of Michael Page consultants during his previous roles in the private sector, and was confident that we could fulfil the brief.

The roles:

Head of Category Management
Head of Regional Procurement
Capital Expenditure Procurement Manager
Category Manager

The solution:

Michael Page Procurement & Supply Chain consulted on the brief and identified four key positions that could be filled very quickly by flexible, high calibre interim resource. We arranged to meet with Circle to take the initial brief and we were able to give advice on the market in terms of candidate specialisms, availability and cost.

An extensive campaign was then undertaken, involving headhunting, advertising, and database searching. Also, because Circle needed high calibre interims to ensure that the change programme was a success, extensive referencing was undertaken to not only verify that the candidates were assured, but to specifically ask their previous clients about their potential fit within Circle Housing.

When shortlisting was complete, Michael Page visited Circle again to give a briefing on the candidates. The meeting was held in a consultative style, and the merits of each interim were discussed around the desired outputs of the transformation programme, rather than the specific roles.

The outcome:

- **The exercise was completed in the space of two weeks. Candidates joined Circle over the course of the following two weeks, and a number of the interims remained for well beyond the original tenure**
- **Circle were so pleased with the outcomes of the initial sourcing exercise, that over the following 12 months, Michael Page recruited another seven roles to the Procurement function**



A FEW SUCCESS STORIES



SOURCING A PROJECT MANAGER AND BUSINESS ANALYSTS/CRM DEVELOPERS FOR ARCADIA HOUSING

The division – Michael Page Technology

The background:

In the Autumn of 2011 Arcadia Housing embarked on a strategy to develop, implement and support a new Microsoft Dynamics 2011 CRM system entirely in house. Their decision was based on specific functionality they needed in the CRM to enable it to integrate with their housing application.

Arcadia needed to build a team of specialist interim resources to deliver this application successfully. This team was made up of a project manager and three business analyst/CRM developers.

Arcadia had a strong relationship with Michael Page Finance, so they contacted their consultant, who helped brief their requirements to the Michael Page Technology housing specialist.

The roles:

Project Manager
Three Business Analyst/CRM Developers

The solution :

Due to the complex nature of the roles and the rarity of the skill set in the market, the approach was a combination of utilising our internal network and headhunting suitable candidates through LinkedIn.

The outcome :

- **All four positions were sourced in a matter of days**
- **The Microsoft Dynamics 2011 CRM team was established and successfully delivered the CRM solution**
- **The project is now complete, and Michael Page Technology have continued to source top talent for Arcadia's IT function**

A FEW SUCCESS STORIES



Genesis

SOURCING 13 PERMANENT AND 10 TEMPORARY STAFF TO SUPPORT THE RESTRUCTURE OF THE FINANCE FUNCTION FOR GENESIS HOUSING GROUP

The division – Michael Page Finance

The background:

Following the appointment of a new Group Finance Director, Michael Page Finance were selected as the exclusive supplier to support GHG's restructure of their finance team.

In a competitive pitch, Michael Page were chosen based on their market leading track record and having successfully delivered six similar restructures in recent years for G15 housing associations.

Selection of the roles:

Deputy Finance Director	Business Analyst x 3
Head of Financial Control	Financial Analyst
Divisional Financial Controller	Financial Accountant
Head of Systems Accounting	Systems Accountant
Finance Manager Transaction Services	Head of Treasury

The solution:

Due to the scale and timescales of the campaign, we put together a multi-pronged approach covering headhunting, on and off-line advertising and a database search. All relevant candidates were put through competency based interviews specifically for the relevant posts with short lists then presented face to face to with the client.

The outcome :

- All 23 interim & permanent roles were filled on time, under budget and at first attempt
- The largest & most successful finance recruitment campaign run at the time (2011)



SATISFIED CUSTOMERS

“”

This is the first time that we have used a recruitment company. Initially, I was concerned about what value it might bring. However, I have been impressed with the ease of working with Michael Page and it has saved me a considerable amount of time. We have now recruited an excellent new Finance Director.

Oona Goldsworthy, Chief Executive – Bristol Community Housing Foundation

“”

We have worked with Michael Page in the recruitment of a number of temporary finance posts at senior levels. They have been able to offer high quality candidates with the range of skills and experience that we have requested. Michael Page have taken the time to understand our organisation and its recruitment needs and have delivered a high quality, professional service.

Janice Hughes, Finance Director - Westward Housing

“”

It is refreshing to work with a recruitment agency that does not simply fire through numerous CVs in the vain hope that one may be suitable. Your thorough pre-screening certainly saved us a great deal of time.

John Bowker, Director of Technical Services – Six Town Housing

“”

Michael Page assisted us with the recruitment of two financial controllers, which is a very senior role in our organisation. We needed people who were not only technically competent and capable of leading finance teams, but also capable of working as part of the business leadership team. They spent a lot of time understanding our drivers, the type of person that we were after and the culture of the organization. They shortlisted 6 excellent candidates, any one of which could have fulfilled the role, which meant that we could concentrate on picking the best fit, without the workload of toiling through large volumes of applications.

Graham Oliver, Assistant Resources Director - Aster Group

“”

We have been working with Michael Page for many years, currently operating a Preferred Supplier Agreement that was renewed in 2008. We have a very small number of such suppliers and choose them carefully based on service, support and efficiency. We always get a good range of candidates, and find their recommendations to be sound. We are able to recruit all levels of finance staff and both temp and perm candidates in this way. We look forward to a continuing long relationship.

Ken Youngman, Group Finance Director – Family Mosaic



GET IN TOUCH



Name: James Campion

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Title: Director

Discipline: PageGroup

James is PageGroup's sector head for Housing. Contact him about any matter relating to our capabilities in the sector.



Name: Liz Thompson

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Title: Manager

Discipline: Michael Page Finance

Contact her for any Finance recruitment related matters.



Name: Andrew Hooker

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Title: Manager

Discipline: Michael Page Property & Construction

Contact him for any Operational Housing recruitment related matters.



Name: Stephen Rutherford

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Title: Managing Director

Discipline: PageGroup

Stephen works with James in support of PageGroup's activities in the Housing sector. He recruited for his first Housing Association in 1992.

Part of the
PageGroup