

Recruitment, Development & Retention



Jonathan Moxham
Business Intelligence Programme Manager



Ruth Smyth
Planning & Insight Director
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Recruitment Specialist
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Recruitment

Jonathan Moxham

Business Intelligence Programme Manager

Recruitment Tips - Recruiter

- Be realistic – but don't settle
 - Consider training someone up or cross training – if appropriate
- Test soft skills in the interview and always do a written test
- Consider how to test technical ability
- Recruitment agencies
 - Competitive Market

Recruitment Tips - Candidates

- Prof read and spell check you're application and CV
- Tailor your CV and personal statement to the organisation
 - Research the organisation – what are the goals and mission?
- Don't talk about just what you will gain – what will you offer
- Network

Development

Ruth Smyth

Planning & Insight Director

BoldLight

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The Insight SIG



Training programme



Online
(LinkedIn Group)



Networking events



Awards



Conference



Committee

6 Development Tips



Learn (and re-learn)
the basics



Collaborate
(internal and external)



Get out and about



Get inspired



Grow your role
and team



Do what you love

I DON'T THINK YOU'RE GONNA BE

HAPPY

GETTING

GOOD

AT SOMETHING YOU DON'T

LOVE

~ Desiree, Treme ~

Retention

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Retention

- Tangible results
- Juicy projects
- Small, collaborative teams
- Accountable Line Management
- Inspirational leadership
- Reward and review

	Commercial Data Analyst	Fundraising Data Analyst
Avg. Tenure	18 months	30 months
Specialism	Pricing / Risk / CVM	Supporter Behaviour
Team Size	1 of 18	1 of 5
Starting Salary	£30,000	£30,000