

# Case Study

**The Client:** Spurgeons Children's Charity

**Industry:** Charity

**Requirement:** Bid Specialists



## The Client

Spurgeons Children's Charity (Spurgeons) is one of the UK's leading children's charities, supporting vulnerable and disadvantaged children and their families for 150 years. Their mission is to improve the lives of families and children who are struggling to cope and to give every child the opportunity of a hope-filled life. Through the delivery of support and intervention services, and by speaking up on behalf of those who need us most, they give vulnerable children and families the chance for a better future.

## Our Experience

Having struggled to attract candidates following two rounds of advertising, Spurgeons engaged Bid Solutions to recruit an Enhanced Bid Developer for their team. As a charitable organisation, it was essential to recruit an individual that had the required skills as well as a personal interest in the aims and values of the charity.

Using specialised knowledge of the bid / proposal profession, Bid Solutions was able to pinpoint candidates that possessed the right skills and fully assess their suitability beyond the words written on their CVs. Within 3 days of receiving a brief, Bid Solutions had presented a shortlist of applicants that included the preferred candidate.

Through the following weeks, the preferred candidate was guided through the interview process. Following a presentation and full interview, an offer was extended and accepted, with all parties in agreement that a great match had been made.

### Client Testimonial

*"I was really impressed with the attention to detail and understanding of my organisation's needs. Bid Solutions utilised their experience in this field to truly understand the required skillset of the individual, and the needs of the charity."*

*Bid Solutions recognised the unique challenges (and strengths) of the sector: particularly in relation to salaries (private sector / larger organisations can command and afford more extensive packages). Attracting the right person for me / the charity was more about connection with what we do and the benefits we offer to the children and families we support. This really helped identify potential candidates with not only the skills for the role but, and perhaps more importantly to me, the passion / emotional connection with what our charity is trying to achieve.*

*Bid Solutions responded and worked around my very busy calendar, remained patient and professional; and ultimately enabled a challenging vacancy, to be filled. I was regularly updated with prospective applicants and, whenever I had queries, Bid Solutions responded quickly as a strong and effective go-between."*

**Andrew Boswell**, Head of Business Development at Spurgeons

Bid Solutions is the leading provider of bid recruitment, consulting and training services. As the pioneers of bid recruitment, we have an established network of over 12,000 candidates. With 800 independent bid and proposal contractors and consultants to choose from, we are your go-to partner for all urgent bid and proposal contract requirements. We publish the critically acclaimed Bidding Quarterly magazine and run the largest UK Salary Surveys for the profession. We are experts at recruiting and connecting winners.