

Experienced in specialist sectors



Carmichael Fisher's ability to understand the needs of the not for profit sector was critical for The Whiddon Group's successful selection.

“Carmichael Fisher made us feel like a priority client”

Carmichael Fisher

Carmichael Fisher specialises in providing executive search services to international organisations around the world. Its offices in Europe, the Middle East, Asia and Australia, work in collaboration and this collective experience in cross-border search and assessment is complemented by a deep knowledge and networks in the major industry sectors.

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A not for profit aged care organisation, The Whiddon Group (formerly known as The Frank Whiddon Masonic Homes), urgently needed to appoint a new CEO who would ensure the continuation of more than 60 years of care services.

A sensitive challenge

Carol Limmer, a Board Director of The Whiddon Group explained that whilst theirs was not a complex brief, it was important to The Whiddon Group that whoever they engaged needed to be sensitive to the needs of a not for profit organisation, including their budget:

“We were looking for a CEO that met the usual requirements, a good strategic approach, and an excellent leader with a knowledge of our industry. However, because of the nature of our work, we needed someone who could balance business acumen and focus on the bottom line with the caring, pastoral approach that is essential to our industry.”

After receiving a recommendation, Carol met with Carmichael Fisher to assess their services.

“From the first meeting I was very impressed. I felt very confident in their abilities. As well as being extremely professional, their experience in recruiting for a similar role meant they very quickly grasped the type of person we were looking for. They had a good understanding of the not for profit sector and from the outset we had a very clear idea of the process that we were going to undertake together.

I had no hesitation in recommending them to the Board and we began the process of search and selection.”

The right choice

In addition to providing comprehensive information on each of the candidates for interviews, Carmichael Fisher worked closely with The Whiddon Group to compile a shortlist of appropriate candidates.

“Our difficulty was eventually choosing between the candidates,” said Carol. “Because Carmichael Fisher had done such a wonderful job we had three people who would have been ideal as our new CEO. We would have been pleased to have any of them in the role.

From the first interviews to final selection, Carmichael Fisher were very accommodating, met our timescales for this critical appointment and were happy to devote time to us.

We felt like a priority client. Overall, it was an impressive process, a perfect result for The Whiddon Group and confirmation that Carmichael Fisher was the right choice.”