



## Case Study

### *MTC Australia*

#### The Challenge:

To recruit for a new Head of Registered Training Organisation (RTO) to diversify the existing RTO and expand its footprint in the Vocational Education and Training space.

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MTC Australia is a not-for-profit community services organisation that gives people the inspiration, capability and opportunity to create a fulfilling life. Through the delivery of high impact employment, training and youth programs that help more than 20,000 people every year, MTC empowers individuals to gain new skills for employment and entrepreneurship, build self-worth, and enable possibilities for transformative change.

Having undergone an organisational restructure within its employment services division and appointing a Head of Employment Services through Parkhouse Bell in the months prior, MTC was looking to build on strong foundations and expand its footprint in the RTO space. The position of Head of Registered Training Organisation (RTO) was created to work closely with the Chief Customer and Operating Officer in developing the go-to-market strategy to transition MTC's RTO from an internal supporting business function, to a stand-alone commercial entity operating within the MTC group.

Following an unsuccessful campaign to recruit for the role through their own internal resources, it was decided on a whole of market head hunting approach and MTC reached out to Parkhouse Bell to assist in the recruitment for this important and pivotal position that would take full responsibility for the expansion, management and performance of the MTC RTO.

Parkhouse Bell took on the challenge of recruiting for this new role as we have experience in working closely with clients to help formulate what they are looking for in a newly created position. We agreed to forward suitable candidates as and when we identified and vetted them, and subsequently sent an initial eight for consideration within the first few weeks. Seven were selected for an initial video call and a further three for face-to-face interviews and presentation. Two additional candidates were identified at a later stage and sent for consideration. A suitable candidate was identified from the final five and following a three stage interview process that involved meeting the team, an offer was subsequently made and accepted. The new Head of RTO commenced in the role in late January 2021.