

Case Study

Joblife

The Challenge – Key senior leadership role

Recruitment of a Chief Executive Officer

Established in 2018, Joblife is unique joint venture between Australia's pre-eminent not-for-profit social purpose organisation, Life Without Barriers, and a leading Employment Services commercial company, the Angus Knight Group. Joblife was established to assist Life Without Barriers' Disability Employment Services clients and other people with a disability to find work, by using the experience and insights of the Angus Knight group. The creation of Joblife to offer Disability Employment Services to help some of Australia's most disadvantaged citizens through the programs they deliver.

In 2019 the Joblife Board approached Parkhouse Bell to conduct an executive search for a Chief Executive Officer to lead the organisation into the next chapter of their development. They were looking for a CEO to stabilise existing operations, ensure revenue remained positive, push for change/challenge the sector norms and create better outcomes for clients whilst growing and diversifying the organisation via a sustainable model. Importantly, the incoming CEO needed to be able to balance the not-for-profit social purpose ethos of Joblife within the commercial approach of the Angus Knight Group.

The Board and Group CEO were driving the appointment of the Joblife CEO and our Managing Consultant met them in their offices in Sydney to discuss in detail what they were looking for. We worked with this group to arrive at an agreed role and person specification from which a candidate briefing pack was prepared to present to identified candidates.

The search for candidates was carried out over a period of several weeks and although the position was concurrently advertised, the successful candidate was identified through Parkhouse Bell's market mapping exercise and confidential approaches that were made.

Following a two interview process a successful candidate was appointed to begin the challenge of moving Joblife into their next stage of growth.