

Collaborative recruitment

Decisions are very much made together.

It is a true partnership

in the sense of the fact that we actually

put the application in together,

we looked at that together

and then when we came to advertising

the role of the co-ordinator for the work

that whole process was done collaboratively.

We were part of everything,

right from the beginning;

the job advert, the job description,

person spec, the sifting, I've never

sifted through so many people

but even that worked as well.

And we were also involved with the interviewing

both the formal interview panel

and the preceding tour of the site.

Our community partners commended us

on aspects of our recruitment process

they were particularly pleased

with the access policy, the online access

and also the way in which

some personal information

is taken off the applications.

But they also challenged us,

and they challenged us particularly

around perhaps the fact
that we asked for a degree
or a higher degree for some jobs
and how we actually turned that into something
which is a bit more equivalent to experience.

And they also challenged us
on focusing a bit more on competency.

The museum has just gone through a change programme
where we're looking at building in the competencies
into people's job specifications.

The museum HR process
was something of an eye opener.

I've got background in public sector and higher education,
but I think coming from the third sector,
a number of us asked amazed questions at certain parts,
discovering certain things about
the kind of process that was involved
in recruiting and things to do
with contractual obligations and that sort of thing.

That was quite an eye opener

Because a lot of it is a formal process
hands are tied when it comes
to certain things but we acknowledge that.

So we discussed and came to a consensus on as much as we could.

But we all know that you can't change everything overnight.

(chuckles)

I think the fact that we recruited the co-ordinator together

was a key part in developing trust within the group.

We worked together for several days.

We got to know people's personalities

and we jelled as a group

and although it was hard work,

we did have a lot of fun as well during that process

and I think when we look back on why, perhaps

our partnerships have been successful

it is to do with that perhaps intense

working at the start of the process.

I just still feel very honoured really

that our contribution is valued so much.

That we were included.

Once we'd recruited, Loveday Allen came and visited

all the community partners at their work

just to talk, just find out a bit more about what we did

and I think that gave her really good background

then when we had the first meeting

that she already was familiar with us as people

and with our professional area of expertise as well.

When I first started in post my initial feelings were

of real genuine welcome and incredible support.

And that was when I really got to grips

with how collaborative

the process of recruitment had been.

And I was really, really excited by that,

because it really demonstrated

a complete new way of doing things for the museum

and in my eyes, a really forward-thinking

and progressive approach.