HAMPTONS

Permanent Private Sector Recruitment Division: Children's Services

Attract | Engage | Appoint

Developing social care managerial pathways

HAMPTONS

Hamptons are *the* social care managerial recruitment specialists.

We live and breathe social care, the communities and the vulnerable people social care supports.

60
years combined experience

141
partnerships made over 2 years

5000+
social care managerial candidates

264
placements filled in the last 2 years

We are uniquely placed within the market as the UK's ***only*** social care managerial partner.
We identify the best talent and match them with the most suitable social care service provider.
Our expertise adds value to children's, education and not-for-profit services.

Proposition Summary

- Hamptons will attract, engage and appoint future social care leaders from diverse backgrounds to support the skillset your organisation requires.
- Our up to date market intelligence and highly skilled in-house consultants will ensure a perfect client-candidate match and seamlessly integrate them into your existing team structure.
- We develop leaders of the future and support their journey into their next permanent role, which allows you to retain the very best candidate in the market.
- A zero risk, zero hassle recruitment proposition – Hamptons work on a contingent basis, so there is no cost to you until we have delivered on our promise.



Attract | Engage | Appoint

Hamptons will save you time by attracting and identifying only the very best talent for your role.

Our consultants will keep the selected candidate engaged before their role starts so you don't have to!

Hamptons will take away the stresses of permanent recruitment so you can focus on service delivery.

What our clients are saying

"Excellent standard of applicants which came through quickly. Everything was organised efficiently and in a timely manner."

"I have been very impressed at the breadth of candidates available and the ability to match the right people to each role."

"An excellent experience. The communication and the quality of referrals was brilliant."

Case Study:
Registered Manager

This organisation; predominantly a domiciliary care provider, approached Hamptons to recruit a Registered Manager for the opening of their first children's residential home - an exciting time!

By engaging in some real in depth conversations with candidates to give a full understanding of the client's exciting new journey and the opportunity on offer, along with a thorough screening process, our Principal Consultant Charlotte was able to identify suitable candidates for the role that matched both the required experience and shared moral compasses in line with the company. This led to the successful appointment of a Registered Manager, and the ongoing success of the client's journey into children's residential services.

Our client said:

"Charlotte was very professional and went above and beyond to ensure we had secured a Registered Manager as per our requirements."

4 weeks' recruitment drive

56 candidates engaged with

11 candidates shortlisted

3 candidates submitted

1 candidate interviewed

Appointed 1st time

Case Study:
Fostering Service Manager

A leading Independent Fostering Agency engaged with Hamptons to source a highly experienced Fostering Service Manager to oversee an expanding team across the region.

Collaborating with senior candidates within the field and engaging in detailed conversations to provide excellent understanding of the opportunity and of the client's needs, our Executive Consultant Matthew swiftly identified professional candidates for the post in line with high calibre requirements and portfolio track record the client had set out to discover. This led to the perfect candidate being identified for the position, with the attributes for success!

Our client said:

"Matthew was detailed and professional in helping us to secure our next Service Manager to ensure we received the best possible outcome."

3 weeks' recruitment drive

43 candidates engaged with

7 candidates shortlisted

4 candidates submitted

2 candidates interviewed

Appointed 1st time

Case Study:
Registered Manager

Our Executive Consultant Connor was approached by this organisation through a referral from another client to help with the appointment of an experienced Registered Manager for their first ever children's home.

Initial conversations discussed the vacancy, the organisation and the project as a whole. Being the organisation's first home, it was crucial that the client's intended direction was fully understood, to ensure that candidates were screened according to the ethos and values of the organisation. After successful candidate appointment, Connor's ongoing support has led to him assisting with further appointments for the organisation's staff team.

Our client said:

"Absolutely fantastic in all areas. I could not have hoped for a more dedicated, knowledgeable and helpful consultant."

4 weeks' recruitment drive

300 candidates engaged with

12 candidates shortlisted

5 candidates submitted

3 candidates interviewed

Appointed 1st time

Simon Ray

A note from the Chief Executive & Co-founder of Hamptons



“We founded Hamptons with the intention of doing more to support the vulnerable people within our community.
Now more than ever, the need for every person who is cared for by a council or organisation to have access to consistent and stable care is more apparent. Our goal is to support every social care team to thrive and grow, by providing them with managers who deliver on their promises and enhance the lives of the people they serve. We feel it is a privilege to work in this sector, and we do not underestimate the hard work and dedication that social workers and social care staff go through every single day to keep vulnerable children and adults safe and healthy.”

Who we work with

Children's Services

Education Services

Not-For-Profit Services

Positions we recruit:

- Registered Manager
- Deputy Manager
- Area Manager

- Responsible Individual
- Director of Care
- CEO

- Supervising Social Worker
- Headteacher
- Head of Education

Inclusivity

- Hamptons are supportive to the BALI (The Black* & Asian Leadership Initiative) and sponsored their most recent event, held with The Staff College.
- The BALI was designed to explore the obstacles and barriers facing aspiring black leaders who work within principal and senior positions within children's and families' services and give them the knowledge, skills and strategies to overcome them.
- Hamptons remain committed to developing an inclusive workforce and welcome individuals from all backgrounds and cultures.
- Our CRM has the technology to present reports containing data around EDI statistics if you require this.



*Black = political and inclusive definition adopted by the BALI programme

Proposal for: Vanilla Investment Trading

Our promise to you

Hamptons will:

- Attract the best talent for your role
- Source candidates at the required level
- Answer any questions relating to the position
- Shortlist vetted candidates
- Submit confirmed candidates who are 100% committed to the role
- Remain available to discuss any candidates in detail after the submission stage
- Save your organisation time and money

Commercial terms

- All inclusive costs
- Fees: 20% of final salary
- 3 month rebate period
- 14 days payment terms
- Prices exclude VAT

Client Service Level Agreement

- Taking the particulars of a vacancy must be done via MS Teams or on the phone. We cannot accept a job emailed to us without a detailed discussion concerning the vacancy.
- A full Job Description and person specification needs to be on file.
- Any deviation from our standard terms of business needs to be agreed in writing.
- Working a role exclusively will allow for a negotiation of the % fee.
- All invoices must be paid within 14 days of the candidate start date (any rebate is void without this).
- Hiring manager contact details, email and mobile number need to be confirmed.
- Alternate Hiring Manager contact details to be obtained in
- case of absence.
- Once CVs are submitted a follow up call to discuss their suitability will be arranged.

- Interview dates are to be confirmed at CV feedback session.
- Feedback after an interview is required within 2 days of the interview.
- Interview feedback needs to be comprehensive and specific to each candidate.
- If suitable for a position, an offer of employment letter is required within 3 days of the verbal offer being accepted.
- We must undertake a face to face or MS teams visit with you within 8 weeks of the placement beginning – as confirmed in our Permanent Placement Information Form.
- Our standard 13-week rebate period is offered where invoices are paid within 14 days of the permanent position starting.
- If a candidate we submit to your role has been received from another source – either directly or via another agency, we must be notified within 24 hours from our submission. It is your responsibility to check your records. Otherwise, our introduction will stand.

HAMPTONS

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