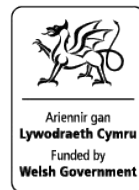


yolk | Public Sector
& Not-for-Profit



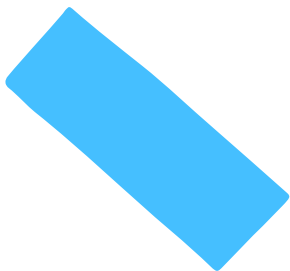
Canolfan Gwasanaethau
Cyhoeddus Digidol
Centre for Digital
Public Services



Partnering with The Vale of Glamorgan
Council to fill the business critical role of:

Head of Digital

Via the Centre for Digital Public
Services enabled contract





Canolfan Gwasanaethau
Cyhoeddus Digidol
Centre for Digital
Public Services



Llywodraeth Cymru
Welsh Government

[The Centre for Digital Public Services](#) (CDPS) supports the public sector in Wales to design and build better public services, which meet the needs of those who use them. They are funded by the Welsh Government and are supporting them to meet the outcomes in the Digital Strategy for Wales. They strive to be bold, collaborative, transparent and optimistic and to keep people at the heart of everything they do.

Following a competitive tender process, [Yolk Recruitment](#) was selected as CDPS's recruitment partner. Yolk Recruitment is based in Wales and delivers recruitment solutions to public sector organisations across the UK.

Myra Hunt, joint CEO of CDPS, said: *"We're excited to welcome Yolk on board as our strategic partner. By working together, we hope to increase the pool of talent and increase the number of appropriately digital skilled people delivering public services in Wales. We're confident that by working together, we'll be able to develop a modern public sector in Wales that delivers services people can access in a way which suits their needs."*



[The Vale of Glamorgan Council](#) was aware of The Centre for Digital Public Services following some recent collaboration and research activity.

The Engagement

Never having worked with a recruitment agency before, The Vale of Glamorgan Council was able to engage Yolk Recruitment via the CDPS enabled contract, confident that Yolk had been thoroughly vetted and were the best placed agency to support with this pivotal role.

The Vale of Glamorgan Council's usual process for hiring is to advertise the role via their website and on social media with applicants applying via an application form on their careers page.

[Gemma Williams, Operational Manager – Organisational Development](#), wanted to attract the widest pool of candidates and ensure a high calibre shortlist. She met with Yolk Recruitment to discuss the current market and how Yolk might be able to support with the campaign.

Following the initial exploratory meeting, Gemma was pleased to be able to access Yolk's services quickly and easily via the enabled contract with CDPS.



"She said "I was already aware of Yolk Recruitment, having partnered with them in a previous organisation. Therefore, I was confident in Yolk's ability to deliver a first-class service and to attract a high calibre talent pool. With CDPS having already gone through a competitive tender process, this allowed us to engage Yolk really easily and go to market without delay."

Our Approach

- ✔ **Research Stage**

Yolk worked with key stakeholders at The Vale of Glamorgan Council to gain a thorough understanding of the parameters of the vacancy and of the key requirements for the role.
- ✔ **Assigning a specialist team with dedicated experts**

Yolk has a Public Sector & Not-for-Profit team and specialist DDaT recruiters within the team who are experts at navigating the challenges faced by the public sector when recruiting.
- ✔ **Strategic Roadmap**

Together with The Vale of Glamorgan Council, they formed a recruitment roadmap, outlining key milestones and processes. Rather than running their own campaign twice before looking at other routes, and potentially wasting months on the process, The Vale of Glamorgan Council ran their own direct campaign alongside Yolk's.
- ✔ **Review of candidate experience and application process**

The Vale of Glamorgan were receptive to advice from Yolk in relation to the process and removed their usual application form, which busy candidates often find as a deterrent to applying.
- ✔ **Advertisement**

Yolk used a variety of channels to advertise the role, and proactively headhunted talent, reaching a far greater candidate pool than the Vale of Glamorgan Council's own advertising could.
- ✔ **Diversity, inclusion & unconscious bias practices**

Yolk provided redacted CVs and cover letters to mitigate potential unconscious bias from the shortlisting process. They screened several hundred candidates in/out of the process and provided a shortlist of the most relevant 5 applicants to the Vale.



The Results

3 candidates selected to interview following a successful first stage

2 candidates were shortlisted to a final stage interview

The Vale of Glamorgan was impressed with the quality of candidates and selected 1 candidate who immediately accepted the position.



3 months

Time to hire from role going live and the candidate starting in the position.

Hear from The Vale of Glamorgan Council

"Yolk Recruitment's strategic approach and expertise were instrumental in securing the perfect candidate for our Head of Digital Vacancy. Their ability to cast a wide net, ensuring a diverse and high-calibre talent pool, made the recruitment process seamless.

Yolk's collaboration with us through the CDPS enabled contract streamlined the engagement, allowing us to focus on what truly matters: finding the right person for the job.

Their dedication to removing barriers and fostering inclusivity was evident, ultimately resulting in a successful appointment that aligns with our vision for a modern, digitally skilled public sector in Wales"



Gemma Williams
Operational Manager
Organisational Development



If you'd like to hear more about how Yolk Recruitment can help reshape your recruitment needs, get in touch:

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yolkrecruitment.com