



CASTLEFIELD RECRUITMENT



People. Leadership. Growth.

Enhanced Executive Search & Selection Offer

A Partnership Approach to Recruitment & Selection

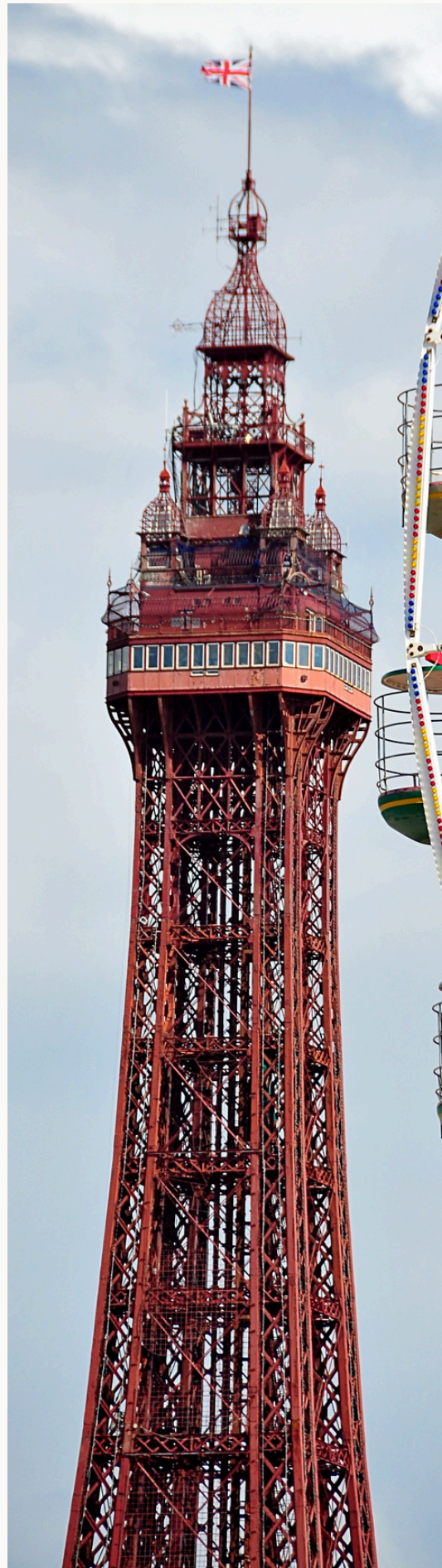
We are pleased to offer an enhanced **Executive Search and Selection** partnership now available exclusively to **North West Employers member organisations**. This collaboration brings together the shared strengths of **North West Employers and Castlefield Recruitment**, offering a comprehensive, values-led and regionally connected solution for senior and executive recruitment.

Why This Partnership?

North West Employers exists to strengthen public sector leadership through **people-centred, trusted HR and workforce solutions**. As your Regional Employers' Organisation, they understand the governance, expectations and unique challenges faced by local authorities across the North West.

Castlefield Recruitment brings **national reach with local expertise**, a 13-year track record in Local Government recruitment, and a 100% success rate on retained campaigns in 2025. Their Manchester-based executive search team provides targeted headhunting, marketing, and candidate management for high-profile roles across the region.

Together, we are able to provide a **seamless, end-to-end recruitment and selection service** specifically designed for senior roles in Local Government.



About North West Employers

Our purpose is to strengthen Public Sector Leadership through People-Centred Solutions and we are owned and led by North West Authorities.

We provide trusted HR, Leadership and transformational change expertise to ensure North West Local Authorities and their teams are resilient, future-ready and thriving in a changing world.

We have four pillars of expertise:

HR & Workforce We offer impartial HR expertise to protect and empower your organisation	Leadership & Talent Our bespoke coaching, training, leadership programmes and support strengthen leadership at all levels	Systems & Culture Change We support organisations to navigate complex change	Collective NW Voice We amplify the needs and priorities of North West authorities on national and regional platforms
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Our membership consists of the 34 Local Authorities located across Cheshire and Merseyside, Cumbria, Lancashire, Greater Manchester, and the Liverpool City Region. We're also proud to include Greater Manchester Combined Authority, Liverpool City Region Combined Authority and Lancashire Combined County Authority as valued members of North West Employers.

We are your Regional Employers' Organisation and our close relationship with regional and national partner organisations help us build a stronger and more connected North West.

Our experience

We are experienced in supporting recruitment at an executive and senior level and have worked with a number of councils in the appointment of Chief Executives and other senior appointments.

We are able to provide a comprehensive service that will enable us to support you through all of the key stages of the recruitment process, from creating candidate packs, supporting candidates and Appointment Committee members, through to a tailored assessment process and feedback to ensure the recruitment process for both the organisation and candidate is a thorough and inclusive experience.

Options for Consideration

Briefing for Elected Members on the Appointment Committee

We would expect those members on the Appointment Committee to have received an equality briefing prior to the selection process and to be familiar with the council's recruitment and governance procedures. If a briefing is required, North West Employers can liaise with your HR team to ensure this is covered as part of the recruitment process or alternatively we can facilitate this for you as a separate session.

Support to the Member-led Appointment Committee

North West Employers can provide support to the decision-making panel. We work with the panel to ensure that the role profile and person specification reflect the key requirements and focus of the role. We discuss options for the assessment process and interview format with the panel to ensure that the elements included provide members with a comprehensive overview of the candidates and what they bring.

Support with long/short listing (interview panel)

You may choose to use your own long/short listing and interview scoring system against the person specification, alternatively we can provide a template for panel members to use. We are able to carry out an initial sift and draft up a longlist for the panel to consider if required, however we often find that members do like the opportunity to review all applications.

Psychometric Testing

We often use online psychometric testing as part of the recruitment process to provide an insight into each candidate and identify any specific areas that you might want to explore in more depth at interview, including Verbal and Numerical, Management Scenarios, EQi and WAVE.

Assessment Centre Options

Once the panel has agreed the shortlist of candidates, the next stage will be to invite them to the assessment centre and interview. We are able to deliver this both online (through MS Teams or Zoom), or face to face at a location of your choice.

There are a number of different elements that you may wish to include as part of the recruitment process. We will work with you to create a timetable of activities based on your preferred options.

- CEX Peer interview, to test technical competence (this may be arranged before the assessment centre day to 'filter' candidates or can be incorporated into the assessment day itself). We can help to identify an appropriate CEX from within/outside the region, brief them and develop the questions as part of the process.
- Presentation to Appointment Committee on a topic relevant to your organisational priorities.
- Interview with Appointment Committee – we can draft interview questions for the panel and sit in on the interviews.
- Staff forum – a brief, informal discussion with a selection of colleagues from across the organisation.
- Written / technical exercise, e.g. mock management report, technical financial assessment, or member briefing scored against a suggested answer.
- Partner, stakeholder, citizen or business panel(s), composition decided by the organisation but facilitated by North West Employers. Examples could include partners from health, police, CVS, business.
- Fishbowl exercise - a Fishbowl is a method for organising group discussions. All candidates are sat in a circle. In the inner circle, or fishbowl, candidates will have a discussion on a relevant topic, the outer circle listen to the discussion, observe and will take notes.
- Media exercise – candidates will be provided with a fictional scenario and will then complete a 'media interview' via Microsoft Teams, which North West Employers will facilitate.

Our experienced and professional team will fully support your operation and process on the day and offer facilitation in each element chosen for the recruitment day. This can include the following:

Support for candidates – greet/welcome and transfers during the day

We can meet and greet, welcoming all candidates and supplying them with their individual candidate pack, containing a clear step by step guide to their day and guidance throughout. Our team are on hand all day for you and your candidates.

Support for a panel of peers/staff/partners

We provide dedicated support and advice to the interview panel, staff forum and any other member of your recruiting team before and on the day of candidate interviews. During the assessment day, we will capture and summarise feedback for each candidate and produce a report for the final discussions and decision-making stage.

Support for the interviews/presentations

One of our team will be present in each room to help support both candidate and recruiting team. In addition to your internal HR support, we offer full independent, facilitator support to the Appointment Committee. One of our Directors will be with your panel all the way through to help guide them through the appointment process and facilitate discussions to enable them to reach their final decision.

Feedback to candidates

At North West Employers, we pride ourselves on the provision of independent and specific feedback. This can be through a comprehensive set of candidate reports and/or verbal feedback to the appointment panel.

We can offer feedback to all candidates that were unsuccessful at the assessment centre stage. This is industry good practice and will often include personal career development pointers for the future. We can also provide feedback to the successful candidate and support them as they embark on their new role.

Testimonial

North West Employers has supported many local authorities to recruit Chief Executives and second tier officers in recent years. These include the Chief Executives of Halton Council, Pendle Council, Barrow Council, West Lancashire Council and Burnley Council, from which we received the following testimonial:

*“North West Employers successfully supported Burnley Council through its most recent Chief Executive and Chief Operating Officer appointments, and we have also used their recruitment support services on previous occasions. **We find their service is personal, professional and flexible to our requirements together with a strong understanding of local government recruitment and associated governance processes.** They are as much hands on or off the process as you wish and will tailor their support for assessments and panels to your needs.”*

Our Search and Selection Partners – Castlefield Recruitment

Castlefield Recruitment has a **highly successful track record with Search and Selection recruitment campaigns**, having completed several significant, high-profile campaigns with Local Authorities across the UK, in particular in the North West. In 2025 they delivered a 100% success rate on all retained search and selection campaigns.

Given their strong working relationships, Castlefield understands the culture and values of Public Sector clients, and the background and skillset required to succeed within Local Authority organisations.

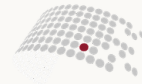
As supporters of the Greater Manchester Good Employment Charter

and a North West based organisation located in Manchester city centre, they are well positioned to work with the member organisations of North West Employers. Their locality means they can successfully meet applicants and stakeholders in person at short notice to enhance both the candidate and client experience.

Castlefield’s city centre office and award winning events space, opened by the Mayor of Greater Manchester Andy Burnham in 2023, would also be available to host North West Employers member organisations and stakeholders travelling from across the region.

Specialisms Covered:





Castlefield Offering:

Full consultation and briefing

Highly experienced Executive Search Project Team

C.A.R.E. methodology

Extensive Local Authority candidate network (over 6,700) and access to the passive market

Access to advertising platforms (Inc PF Jobs, The MJ, LinkedIn, Indeed)

Campaign Microsite and Candidate Packs

Compliance and marketing support

Targeted headhunting

Technical Assessments

Psychometric Testing

Market Intelligence Tracking

Aftercare Service

Testimonials

Please find a selection of testimonials.

Chief People Officer – Combined Authority – x7 Executive Positions

"I have worked with Castlefield for the past seven months and have found them to be exceptional. They stand out for their willingness to go the extra mile and for the consistently high level of support, information, and customer care they provide to both candidates and clients. They have successfully recruited temporary and permanent staff for our organisation, and the quality and fit of candidates has been excellent. As a team, they understand organisational pressures and strategic priorities while still paying close attention to the individual needs of the people they place.

In the lead-up to Christmas, our organisation was under significant pressure and needed to recruit a team of executive directors and programme directors at short notice. The senior leaders at Castlefield rearranged personal commitments to respond, and they were highly responsive throughout the process, despite ongoing logistical challenges. Their management of the full recruitment campaign was superb and we, so far, have a 100% offer to acceptance rate, with the majority of successful applicants being head hunts.

I have no hesitation in recommending them to any organisation looking for interim or permanent large or small scale recruitment."

Please contact us for further details and to discuss how we can assist your organisation to fulfill its Executive Search requirements.



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Get in Touch

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