

The Membership Bespoke Group remains the only specialist recruitment organisation in the UK which offers a dedicated recruitment service tailored to the needs of the Trade Associations, Professional Bodies, Trade Unions and Regulatory Bodies.



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Salary Survey 2019



It's that time of year again! We have just taken delivery of some brand-new shiny salary survey data keys. We know how much you guys welcome the annual salary survey and how useful it is in terms of salary benchmarking and also planning for any new staff acquisitions. The surveys are presented nicely on credit card size USB data sticks and can plug directly into any laptop or desktop PC. Please contact us if you would like a copy completely free of charge. We would like to say thank you very much to all of the people that took part in this years survey and we are very proud of this year's release. Within the salary survey there is data on the recruitment market within the membership sector as well as comprehensive summary survey tables and also some information on the work that we have done in 2018 and a general overview of the market as a whole.

mb membership bespoke

Hello and welcome to February's newsletter.

Sorry it's a bit late! We have been busy preparing and getting our salary survey ready so have missed the deadline slightly. We have



also been incredibly busy which is fantastic. I am delighted to say that so far this year we are busier than we have been for four years at this point.

One particularly pleasing aspects of the business that we have been doing so far this year has been a much improved full ratio in terms of candidates placed in jobs. We have managed to fill 85% of the roles that we have worked on so far this year which

is a very pleasing statistic. The reason for this has been our increased investment in candidate attraction tools as well as some really interesting and challenging vacancies that we've enjoyed working on.

The membershipbespoke database continues to be a very valuable tool for us and is without doubt the most comprehensive membership related recruitment database in existence.

In the next few months we are stepping up to the level of investment that we are attributing to this area of our business and will be going fully digital and adopting a new CRM system which will enable us to keep in touch with more candidates more often and hopefully will be able to bolster the service offering that we have for our membership clients as more candidates will be in gauged and therefore the resource only gets more valuable.

It's worth considering any recruitment activities that you are planning and think about commencing sooner rather than later so that people are in place before the holiday season as that really does tend to hinder and slow up recruitment processes. We also experienced candidates wanting to move at this time of year more than they do around the summer time. We are a contingent recruiter so it's no success no fee so even if you just want a conversation about what we might be able to offer or how the market is in a particular department, **Please give us a call – 0203 440 3652**

mb Job Focus



Here at membershipbespoke our coverage is nationwide. For example this month we have the following role in Bristol:

Business Development Director
Professional Institute – Membership Body
Bristol
Basic Salary £40,000-£44,000 dependant on experience plus benefits
Permanent, Full Time

My client a well-respected and reputable professional institute – membership body based in Bristol is currently looking for a Business Development Director. To promote the professional status of members among employers, decision makers, the public and individual professionals; to lead on partnership working to provide training and CPD events for members; and to lead on promoting educational pathways for our professional qualifications.

Key Responsibilities

- Work with the institute's Executive Director, staff and members to identify key issues and opportunities for the profession that require action at a national level particularly in England and Wales
- Identify and manage opportunities for building partnerships and cooperative activity with other professional bodies and organisations
- Promote the benefits of chartered status to both employers and individuals within the sector.
- Lead the institutes work on building a strong and effective partnership with relevant UK Higher Education Institutes
- Identify and grow opportunities for engagement with young professionals
- Lead on developing an annual programme of CPD events
- Manage the work of the Technical Officer, including development of the regional network and responses to consultation documents
- Manage the work of the Events Officer, including national flagship events, partnership and regional events
- Adhere to the Institute's values throughout your work
- Promote a culture of safe working and ensure Health & Safety procedures are followed

Key Experience Required

Essential

- Educated to degree level or equivalent.
- Experience of working in partnerships with key public and private sector organisations to deliver corporate objectives.
- Experience of working in, or effectively influencing, the development of public policy.
- Significant experience in a commercial or public/voluntary sector environment with responsibility for income generation and cost controlled expenditure programmes.
- Proven ability to establish and drive team discussions, to learn from experience and to improve organisational processes and plans.
- Proven ability to manage a team to deliver objectives and manage team resources to meet these.
- Strong interpersonal skills, including the ability to develop and maintain effective networks.
- Able to encourage a culture of innovation focused on adding value.
- Excellent written, verbal and oral communications skills, including confidence as a public speaker.
- Proficient in Microsoft Office suite of programmes.
- Strong organisational and planning skills.
- Able to produce written reports and editorial work of the highest standard in a variety of styles.

Desirable

- Membership of a professional body. If the post-holder is not a Chartered Member of a relevant organisation they will be expected to work towards it.

To apply to this role please send your CV

Blog

We're blogging!

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What Makes a Great Membership Organisation Contractor?

Sometimes, when you're working on a unique project, or you need specific expertise, a full-time employee isn't the only option.

Contractors provide companies with access to the experience and skills they need to tackle a particular problem at a specific time. Not only are contractors cost-efficient, but they can also be highly productive, helping you to complete complex tasks at a quicker pace. According to a Freelance Union study, half of the workforce will be made up of contractors by 2020.

Of course, not all contractors are alike. When you need extra assistance for your membership organisation, it's important to know what separates an excellent contractor from the rest of the crowd.

1. Focused Experience

One of the things that make contractors so valuable in the modern world is that they have a specialised set of skills. While many employees build their skills in various areas to improve their career development, contractors hone their talents in a very niche area.

For instance, if your Professional Membership Institute is in the process of a digital transformation where you need to move all of your member records into an online system, you'd need the help of an IT person who has experience with software such as Microsoft Dynamics which a general IT person wouldn't automatically have. Choosing a contractor who has years of experience working with the software means they will manage each stage of your project with care, security, and skill.

2. Flexibility

Great contractors can pivot and adjust according to your needs. Contractors are naturally flexible because they know that's the best way to keep their clients happy. For instance, if your organisation needs support launching a marketing strategy, a digital marketing contractor will be able to adjust their plan according to changing digital algorithms, new advertising trends, social media platforms and customer preference.

Marketing contractors can also evaluate the performance of their campaigns over time using digital tools. This allows them to analyse which parts of their strategy are working, and which they need to adjust to deliver the best results for clients. Ongoing flexibility ensures you're always getting the best outcomes.

3. Leadership Skills

Often, when contractors are introduced into an existing team within a membership organisation, they'll need to work alongside existing full and part-time employees. For instance, your IT contractor will need to work with the current tech group. Contractors, therefore, need to be able to work well in a diverse range of different teams and when required can step into a leadership role.

Having leadership qualities allows a contractor to stand out from the crowd by being able to;

- Offer a clear vision of what's possible for*
- Guide employees towards specific*
- Introduce in-house team members to new techniques and*
- Support further the overall implementation of a project.*

4. Excellent Communication

Excellent communication is an essential component of being an effective leader. However, contractors need to be able to use their communication skills throughout several areas of their position.

For instance, when a marketing contractor is developing a new brand reputation strategy for a membership organisation, their communication skills are vital.

To begin with, your contractor will need to listen carefully to the needs of your business, the vision and goals you have for your organisation and what the new brand reputation needs to deliver. After that, the contractor will have to create a plan based on what they've learned about you and explain the elements of that strategy to you in a language you can understand. Without strong communication skills, any project would suffer.

5. Discipline and Drive

Contractors rarely work in a traditional 9-to-5 format. The nature of their role means they have been hired for a specific project or task that needs to be delivered within a particular time frame.

A good contractor will know how to manage their time effectively to deliver on deadlines and delight their client. Successful contractors are disciplined, focused, and capable of driving their own success. Although a contractor's primary focus will always be their client's success, they'll also carve out time for networking and personal growth. While your IT contractor is working for you, for instance, they may also be building their connections with other peers in the field, and individuals with similar specialities. That means that if you need extra help with your project, your contractor can potentially recommend someone to join the team.

6. Continued Education

Finally, an interim employee or contractor knows that the only way to continue standing out in their chosen field is to hone and improve their skills continually. Some contractors will be more devoted to continuous learning than others. For instance, a marketing contractor that falls behind the crowd loses their competitiveness in their area.

The best contractors are always working on their skills so that they can add the most value and support clients to the best of their ability. Over time, you'll find that your most effective interim employees are continually adding new certifications and insights to their CV, perfect for serving your specific needs.

Until next time,
Dennis

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