

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.



Hot jobs



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Hello and welcome to our March newsletter.

Please don't forget to request a **FREE** copy of our **Annual Salary Survey 2019** for Trade Associations, Professional Bodies and Regulatory Bodies.

This is an invaluable resource for any organisation which is planning to recruit over the coming year.

Uses data collected from over 200 membership organisations
Salaries broken down by job title and type of organization i.e.

- Trade Association, Institute, Regulatory Body
- Benefits Offered by popularity
- Overall market intelligence
- General tips for securing talent
- Can be used by HR teams or hiring managers to enable benchmarking and to understand current salaries



To grab your FREE copy please contact us today on:

0203 4403653 or **dh@membershipbespoke.co.uk**



Membership Finance/Accountancy Specialists

membershipbespoke are the only recruitment company in the UK that is dedicated entirely to placing talent within membership organisations. Over the last 9 years we have a steadily built the business and our database in to the best and most comprehensive resource of membership professionals from all departments as well as developing a "best in class" ability to attract people from the private sector in to membership organisation roles.

www.membershipbespoke.co.uk

During our time in business we have developed a particular strength and expertise in placing Finance/Accountancy personnel.

Whether its Finance Assistants or ledger specialists with experience of membership or whether its Management Accountants coming over from the private sector and all roles in between we have experience of placing a large amount of people in Finance roles in organisation very similar to your own.

Dennis Howes, one of the co-owners of the business has a background in Finance recruitment and before starting the company was one of the leading recruiters for a well-known Accountancy recruitment firm. Dennis can draw on the knowledge, experience and contacts he gained in the 5 years he spent dedicated to recruiting in finance as well his passion and his unrivaled experience in recruiting for membership organisations to find the very best people available for our clients.

What we have found is that the membership sector has different types of challenges and aspects that either are unique to the sector or require individuals who can make the transition seamlessly. Dennis thrives on identifying these people and communicating to them his passion for the membership sector and being able to help them see why making the move across would be advantageous to their receptive careers.

We operate a no success no fee service and have thousands of good and previously vetted candidates in the finance related section in our database. We also have a track record of managing recruitment campaigns to unearth the very best people who are on the market and those who aren't actively looking. The fact we have organically grown the business to turning over several £m's in 9 years in testament to that skill, passion and attention to detail.

Here is an example of the roles we have placed:

Financial Controller, Trade Body

Director of Finance, Professional Body

Accounts Assistant, Trade Association

Finance Officer, Membership Organisation

Finance Manager, Chartered Institute

Finance Assistant, Royal Society

Bookkeeper, Not for Profit Membership Body



If you have any vacancies in your current finance team or coming up in future please keep us in mind.



We're blogging!

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5 Steps to Handling Those Career Blues Feelings

What do you do when the January blues don't disappear in February? Do you still feel plagued by a Groundhog Day sensation at work? Maybe you're convinced that your career or even your life isn't heading in the right direction.

The good news is that Spring is just around the corner. Now's the perfect time to start clearing the cobwebs out of your development plan and thinking about your future.

If you're spending every Sunday **dreading the thought** of going back to your membership role, then it's time to figure out what's **causing the problem**. Getting to the source of your issue and taking actionable steps against it ensures that you're ready to make the most out of your professional life. Let's get you back on track.

Step 1: Find the Root of the Problem

The first step is finding the source of your unhappiness.

You may assume that you're dissatisfied with work, but the truth is that you're feeling frustrated in all parts of your life. We spend a lot of time in the office, so it may just be that that's where you notice your discomfort the most.

On the other hand, if your employment is the problem, the answer may not be to leave your job and start somewhere new. Ask yourself:

Are you getting what you **came to this role looking for?** I.e. development opportunities, challenges, recognition, chances to work with a variety of people?

Are you still passionate about the membership organisation? Do you see the meaning and value of what you do each day?

Do you feel as though you've gotten everything you can out of your current position? Maybe it's time to look for new responsibilities and promotions.

Are you experiencing life changes at home? Is your personal issue impacting how you feel at work?

Getting to the root of the problem will show you how to proceed. For instance, if things are changing at home, it may simply be that you need to wait for problems to settle and your career blues will disappear.

Step 2: Look for Opportunities to Make Your Current Role Better

If the issue is that you no longer feel challenged in your role, it's time to look for ways that you can improve your employment experience. Maybe there aren't enough new challenges in your day-to-day tasks or you feel demotivated. Perhaps you're often feeling bored or distracted in your role. If you spend more time daydreaming than getting things done, **take charge of your career** by:

Asking for new responsibilities: Think about what kind of tasks you most enjoy, then ask for more opportunities in that area. For instance, do you enjoy working with membership clients to improve their experience? Ask for more customer-oriented jobs.

Get involved with teamwork: If there aren't any new challenges that you can take on yourself, offer to support your colleagues. There may be some complex projects happening in your workplace that you can get involved with.

Get to know your team better: Interacting with other people in the workforce will make you feel more immersed in the company culture. Friends at work can significantly improve your feelings of satisfaction.

Step 3: Refine Your Work/Life Balance

If your career isn't at the heart of your problems, it may be time to start looking at your work/life balance. Perhaps there's something at home that you need to address before you can fully immerse yourself back into work. Look after your life outside of work, by:

Using your vacation days: Countless people avoid taking vacation days because they hope it will raise their chances of a promotion. However, **people who love their role need a break**. SHRM reports that time off leads to 78% better focus, **and 81% reduced burnout**.

Look after your mental health: More than **a third of UK employees** experience anxiety, stress or depression. If you're feeling overwhelmed at work, look for ways to protect your health. For instance, can you delegate tasks elsewhere to take some weight off your shoulders? Is it possible to ask for additional help?

Step out of the office once in a while: It's easy to get caught up in the fast-paced world of a membership organisation. However, lunch at your desk every day can quickly leave you feeling drained. Get out of the office from time to time and enjoy some fresh air.

Step 4: Try A Different Position

Maybe you love the membership organisation that you're affiliated with, but you're just not getting anything out of the role anymore. If that's the case, then perhaps you can eliminate your career blues by looking for new opportunities. For instance:

Learn new skills: Make yourself more valuable for your employer by learning new skills, and they're sure to reward you with more responsibilities. Can you improve your tech knowledge to work with membership CRM systems? Perhaps you can learn leadership skills to increase your **chances of promotion?**

Look for lateral movement opportunities: Is it possible to switch to a different section of the same organisation? If you're currently in sales, but you **prefer the idea of marketing**, find a mentor you can shadow in that area. Once you've learned enough, ask for an opportunity to switch roles.

Meet with your employer: Speak to your boss about the opportunities that might be available to you. Discuss your strengths and weaknesses and see if they can recommend any new positions that are better suited to your skills.

Step 5: Search for Somewhere New

Finally, if you've done your research and you discover that it's the **membership organisation that you've outgrown**, it's time to search for alternative positions. Before you seek out the guidance of a specialist recruitment company, ask yourself:

What do you love to do at work?

What do you hate doing?

What kind of company do you feel comfortable working for?

What do you want to get out of your role?

Make sure that you have a solid plan in place to guide you towards the right position before you start **looking for a new job**. The more you understand about your needs and expectations, the more a recruitment team like Membership Bespoke can help you find the employment that's right for you.

Until next time,
Dennis

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