



# Christ's College, Cambridge Recruitment Support

CASE STUDY

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# Background

After nearly 20 years, the Head of Estates was moving on and so there was a need to identify a new Head of Estates, that could continue to deliver a first-class estate to the staff, academics and students. With a significant capital project to deliver as well as the day-to-day management of the Estate, the Bursar met with Mickey Piper (Morgan Hunt) who helped shape the job specification and lead the search to appoint a successor.

Central to this search was a broad technical and personal skillset that demanded the ability to deliver cutting edge capital projects, maintain an estate that includes the modern, the historical and the listed and do so in a way that minimises impact on the staff and students.

Mickey managed all the applications producing a long list of 12 candidates, of which 6 were then invited to interview, which included a short tour of the estate, a meeting with the bursar and a panel interview and the appointment was made thereafter.



*"The College is small enough to be friendly and personal, yet large enough for all members to be able to find others with interests to match their own."*



# Challenges

The college needed to recruit a new Estates lead after the incumbent retired. The role had been revised to reflect a wider scope of responsibilities, and there was significant pressure to appoint quickly to maintain continuity across day-to-day operations and ongoing capital projects.

## Key challenges included:

- The job description was revised after the current Estates lead retired, expanding the scope of responsibilities
- Mickey supported in reviewing and refining the JD to attract the right candidates
- Required experience in delivering a significant Capital Project alongside day-to-day operations
- Significant time pressure to appoint before the incumbent retired.



# Actions

Morgan Hunt supported the recruitment process end-to-end, working closely with the college to ensure the Estates lead role was filled efficiently and with the right candidate.

Our approach included: →



**1.**

Reviewed and refined the job description after the incumbent Estates lead retired and the role scope was adjusted.

**2.**

Advertised the role across relevant channels to attract suitable candidates.

**3.**

Met with the Bursar and HR lead at the start of the process to agree timeframes and overall approach.

**4.**

Held an additional shortlisting meeting with the Bursar, HR, and another panel member to review candidates.

**5.**

Attended the interview day, supported with questions, and participated in the post-interview review.

**6.**

Ensured the role requirements included experience delivering a significant Capital Project alongside day-to-day operations.

# Results

The client was delighted with both the shortlist and the appointed candidate, which had a direct impact on Estates operations and staff support.



Appointed an experienced Estates lead with the right skills and knowledge for the role.

Ensured a smooth handover with the outgoing Estates lead, preserving key relationships, contracts, and building knowledge.

Maintained continuity of work and standards across the Estates department.

Strengthened support for staff through stable leadership and clear processes.

Received excellent client feedback, reflecting the quality of the shortlist and overall recruitment process.



# Testimonial

Mickey supported us in finding a suitable individual to work as our Head of Estates, a pivotal role responsible for shaping and delivering our Estates strategy and key programmes. Mickey was engaged with and committed to the search from the beginning of the process, which began with a detailed briefing call in which Mickey grasped the specifics and requirements of the role.

We were really happy with the standard of the candidates and their CVs, and were grateful to Mickey for his communication, knowledge, and collaboration throughout. We would happily work with Mickey and Morgan Hunt again for future roles.

**Thorunn Byrne**  
Head of HR

