



Appointing an Interim Group Director of Finance for the Royal College of Nursing

CASE STUDY

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Background

The Royal College of Nursing (RCN), the world's largest nursing union and professional body, engaged Morgan Hunt Executive to recruit an Interim Group Director of Finance.

Reporting directly to the General Secretary and Chief Executive, this was a critical leadership appointment responsible for overseeing the organisation's finances and supporting strategic decision-making.



"Our goal is to make sure your voice is heard by decision makers to get the best outcomes for you and your patients."



Challenges

The assignment required a senior finance leader with the technical expertise, leadership capability, and values alignment needed to operate effectively within a large, complex membership organisation.

Key challenges included:

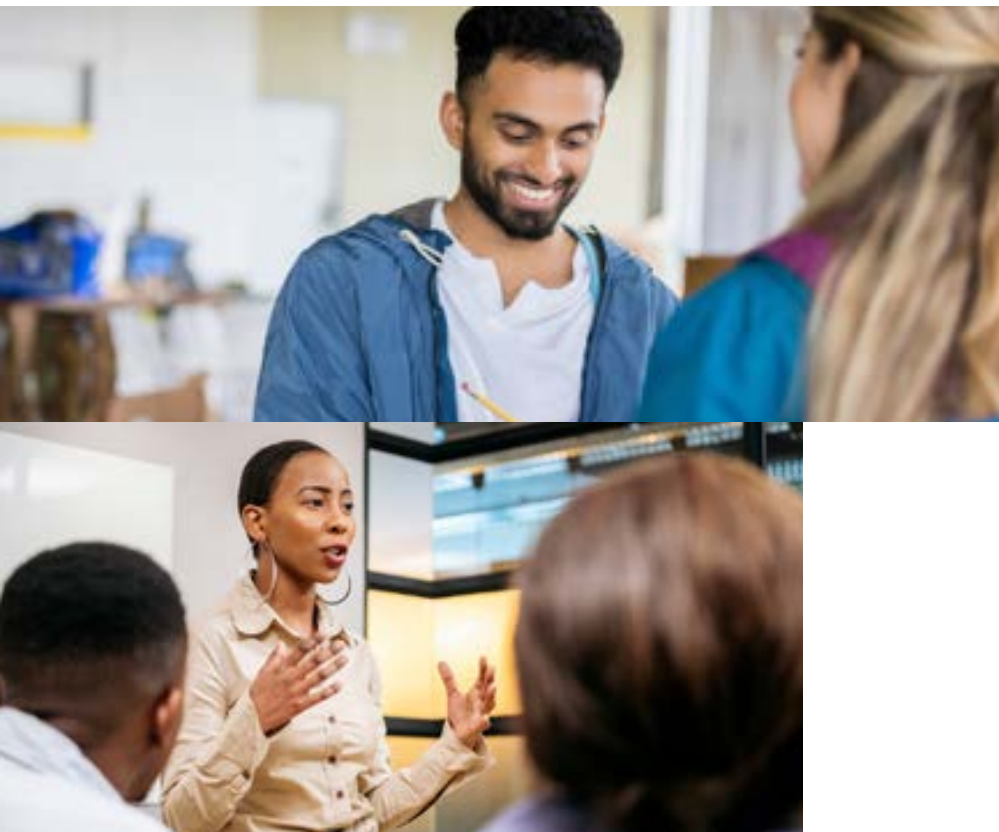
- Requirement for a qualified finance professional with experience managing budgets exceeding £100m
- Need to balance commercial and strategic expertise with the values and culture of a non-profit organisation
- Limited pool of candidates with relevant executive-level experience
- Urgent requirement to identify an individual who could start quickly and make an immediate impact
- Ensuring a thorough assessment process despite tight timescales



Actions

We delivered a targeted executive search process focused on identifying senior finance leaders with the right technical expertise, leadership experience, and cultural fit.

Our approach included: →



1.

Leveraged Morgan Hunt's existing executive talent pool to identify immediately available finance leaders

2.

Utilised established professional networks to secure referrals and recommendations

3.

Conducted targeted LinkedIn search activity focused on leaders from organisations with budgets exceeding £100m

4.

Completed detailed screening interviews to assess technical capability, leadership style, and organisational fit

5.

Managed compliance, reference checking, and credential verification throughout the process

6.

Presented a shortlist of three high-calibre candidates, supporting the client through final-stage interviews

Results

Morgan Hunt successfully delivered a high-quality shortlist and secured an experienced finance leader for this critical interim appointment.

