



Appointing Two Trustees for the College of Radiographers

CASE STUDY

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Background

The College of Radiographers engaged Morgan Hunt to appoint two new trustees to its Board following the completion of tenure by existing members. The requirement focused on addressing both skills gaps and improving diversity at board level.

Two distinct but parallel searches were required, one for a candidate with a finance background and one with legal expertise. Both needed strong governance experience, board-level communication skills, and the gravitas to operate effectively within a charity environment.



"Radiography is an exciting, fulfilling career that bridges advanced technology with patient-centred care."



Challenges

This was a dual appointment board-level search with a strong emphasis on both specialist expertise and diversity outcomes, requiring a carefully managed and inclusive recruitment approach.

Key challenges included:

- Two separate trustee appointments required across finance and legal specialisms
- Need for candidates with prior charity governance and board-level experience
- Limited pool of individuals with both technical expertise and non-executive experience
- Requirement to improve diversity balance across the Board
- Need to attract passive candidates not actively seeking trustee roles
- Ensuring an inclusive and unbiased selection process across both campaigns



Actions

We delivered a structured, multi-channel search strategy across both roles to ensure broad market reach and inclusive engagement.

Our approach included: →

1.

Ran two concurrent search campaigns targeting finance and legal trustee appointments

2.

Conducted detailed briefing sessions to define role requirements and governance expectations

3.

Used inclusive and neutral language across all advertising and role materials

4.

Advertised across multiple platforms including specialist diversity job boards and our own networks

5.

Conducted proactive headhunting to engage senior professionals aligned to the brief and values of the College

6.

Managed anonymised longlisting and supported an inclusive, competency-based interview process



Results

The campaign successfully delivered high-quality, diverse shortlists and resulted in two strong trustee appointments.



Delivered strong, diverse shortlists for both finance and legal trustee roles

Successfully appointed two trustees with significant board-level and governance experience

Finance appointee brought senior strategic experience across healthcare and education, alongside strong committee leadership experience

Legal appointee brought 17 years' experience, commercial insight, and prior non-executive governance experience

Strengthened board diversity, with appointed candidates contributing to improved representation and inclusive leadership



Testimonial

The College of Radiographers Board of Trustees had two vacancies to fill after the incumbents had completed their tenure. Previous recruitment campaigns had been moderately successful but with a limited number of applicants. We instructed Morgan Hunt to find trustees with legal and financial specialist knowledge. The recruitment campaign was managed by Principal Consultant Will Worthington who carefully followed the brief to find trustees from a diverse range of backgrounds. Will's excellent communication skills were nuanced and thoughtful, keeping us informed at every stage of the process. The short list of candidates was of a very high calibre and selecting two proved to be a challenge. Will and colleague managed the entire process efficiently and professionally. I could not recommend them more highly.

Dr Marcus Thomas Jackson
Chair of the College of Radiographers Board of Trustees

