

The Staffline logo is positioned in the top left corner. It features the word "Staffline" in a white, sans-serif font. A small red dot is placed above the letter 'i' in "Staffline". The background of the entire page is a photograph of the Leinster House in Dublin, showing its grand neoclassical architecture with a prominent green dome and classical columns. The image is partially obscured by a dark blue diagonal overlay at the top and bottom.

**Staffline**

Government  
Commercial  
Agency  
Supplier

RM6394 Executive and Non-Executive Search framework

# Transform Leadership

Specialised Executive Search  
for Senior and Public-Sector Roles

Framework Duration:

**3<sup>rd</sup> August 2026 to 2<sup>nd</sup> August 2029**

Staffline Recruitment Ireland  
Executive Search

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# Empowering Organisations to Succeed with Game - Changing Leadership Talent

At Staffline Executive Search, we place exceptional leaders who drive success. Our consultative approach ensures each appointment aligns with your organisation's strategic goals, culture, and long-term vision.

As a leading public-sector recruitment partner with offices across Northern Ireland and Ireland, and an approved supplier on the Government Commercial Agency's RM6394 Executive and Non-Executive Search framework, we bring the rigour, reach and compliance that senior public appointments demand. With teams on the ground in both jurisdictions, we run senior campaigns across Northern Ireland, Ireland and the wider UK, combining genuine local depth with cross-border reach.

Trusted by the public sector since 2002, our senior recruitment campaigns are underpinned by strong governance and fair, open competition.

We are trusted to resource organisations from the front line to the boardroom, so when we search for your next leader, we already understand the organisation, not just the vacancy.

Your next great leader starts here.



# Tailored Executive Search for Exceptional Leadership



## Public-Sector & Framework Access

A compliant, pre-procured route to senior appointments through the RM6394 framework, backed by deep understanding of public-sector governance, scrutiny, and merit-based process.



## Leadership Recruitment

We connect eligible public-sector organisations with high-impact leaders at the tier that turns strategy into delivery, matched not just to the role, but to their vision, culture, and long-term goals.



## Executive Appointments

- Lot 1 – Permanent and fixed-term appointments from Grade 6 to SCS2.

The job titles in Lot 1 include:

- Civil Service: Grade 6, SCS1 (Deputy Director) and SCS2 (Director), or equivalent.
- NHS: AfC Bands 8a-9, NP4 (ST3-5), NP5 (ST6-8), Consultancy (Levels 1-8), and VSM/Executive Director Roles.
- Wider Public Sector: Principal Officer 8-12 through to Assistant Director, Corporate Director, Strategic Director and Executive Director level, or equivalent.



## Beyond the Search

Beyond the core search, eligible organisations can draw on added capabilities that come from being deeply embedded in the market:

- **Market mapping, talent mapping, and pipelines:** We map the market, build talent pipelines, and maintain reserve pools of vetted senior candidates, so future appointments start from a warm field rather than a cold one.
- **Psychometric and evidence-based assessment:** In-house psychometric and competency assessment adds objective, defensible evidence to every shortlisting and selection decision.
- **Workforce and succession planning:** Advisory support to plan senior structures, succession and future capability before a vacancy becomes urgent.



## Market Insight

Live salary benchmarking, market availability and competitor insight for senior-public sector roles, grounded in our presence across Northern Ireland, Ireland, and the wider UK, not bought in.

*“Finding the right leaders requires precision, reach and rigour. Every search delivers measurable impact – fair, inclusive and to the highest equality standards for every client – with the added depth public sector appointments demand.”*

**Sharon McKinley, Managing Director**



# A Process Designed for Success

Executive Search demands a structured, precise, and inclusive approach. Our four-phase process runs from defining your ideal leader through to onboarding, managed throughout with discretion and expertise.

## 01 PHASE

### Discovery & Strategy

We immerse ourselves in your vision, culture and leadership needs. For senior public appointments, this includes understanding the governance, scrutiny, and service context around the role, reducing delivery risk from the outset.

## 02 PHASE

### Targeted Search

We combine market mapping with proactive, confidential direct approach to reach beyond the usual executive circle. As we are embedded across Northern Ireland and Ireland at every level with UK-wide reach, we build more representative shortlists, widening the field without diluting merit.

## 03 PHASE

### Selection & Assessment

We assess senior leaders against the demands of the role, not a generic template. Structured, competency-based interviews are combined, where appropriate, with validated psychometric assessment calibrated to executive level – leadership style, judgement under complexity, and behaviour in scrutinised, stakeholder-heavy environments.

*“Our assessment solutions are delivered in-house by CIPD/BPS qualified professionals and provide valuable insights into candidate abilities, behaviours and suitability, helping public sector organisations with reducing hiring risk and improving recruitment outcomes.”*

**Martin Greer, RPO Director**

## 04 PHASE

### Seamless Onboarding

We provide ongoing support to ensure a smooth transition and long-term success, with structured check-ins through the critical early months to protect your investment in the appointment.



# Leadership That Delivers



## Chief Executive Officer



### Client Challenge

Little Heroes needed to replace a Chief Executive Officer who had led their fundraising efforts for 21 years. Finding the right successor was critical to the charity's continued success and impact.

### Our Solution

We positioned the role to attract exceptional, high-calibre candidates, then took ownership of the process, chairing interview panels, managing candidate selection and ensuring a smooth transition.

**Why This Mattered:** *A discreet, single hire succession on a business-critical role, de-risked from start to finish.*

*"Staffline offered invaluable support in our recruitment process. The Executive Search team were professional, patient and highly experienced in delivering a seamless recruitment experience."*

**Ivan Martin, Chairman**  
**Little Heroes**



# Client Success Stories



## Targeted Talent Acquisition

We positioned the role to attract the best candidates, ensuring Little Heroes had access to an elite talent pool.



## Seamless, Hassle-Free Process

From shortlisting to chairing interviews, we provided expert guidance every step of the way, ensuring an efficient and stress-free experience.



## Leadership That Drives Results

We secured a dynamic, high-impact leader who will drive Little Heroes' fundraising efforts forward with fresh perspective and renewed vision.





## CEO & Director of Fundraising & Communications

### Client Challenge

Co-operation Ireland faced a critical leadership transition, appointing both a Chief Executive Officer and a Director of Fundraising & Communications to steer its mission of peace and reconciliation into its next phase of growth.

### Our Solution

We took a consultative approach to identify leaders aligned not just with the skills required but with the organisation's core values and vision, supported by a rigorous search process and ongoing support to ensure seamless appointments.

**Why This Mattered:** *Appointing for public purpose and values alignment, not skills alone.*

*"I would like to thank Staffline Recruitment Ireland for their exceptional Executive Recruitment service. Their professionalism and attention to detail delivered a seamless recruitment process and ensured we found the very best candidate for the role."*

**Sir Julian King, Chair**  
**Co-operation Ireland**





## Understanding the Mission

Great leadership takes vision, strategy, and the ability to inspire. We took the time to understand Co-operation Ireland's values to find leaders who could shape its future.



## High-Calibre Candidate Engagement

Our Executive Search team sourced and secured top-tier leaders with the expertise to drive fundraising, strategy, and growth.



## Delivering Transformational Talent

With key hires in place, Co-operation Ireland is set to expand its impact, increase funding, and strengthen its influence.



# Client Success Stories



In executive recruitment, access and expertise define success. Here is what sets us apart.



### A Compliant & Efficient Route to Senior Talent

As an approved supplier on the Government Commercial Agency's RM6394 Executive and Non-Executive Search framework, we give eligible public-sector organisations a compliant, pre-procured way to appoint us without the time and cost of a full tender. Governance and audit trail built in from the outset.



### Market Insight, Not Guesswork

Continuous presence in the senior market gives us live salary benchmarking, real availability data and reach into leaders who are not on the open market, insight a one-off search cannot buy.



### Social Value That Delivers

We deliver measurable social value through established programmes in employability, skills, and community partnership, helping public bodies meet their commitments with evidence, not intent.



### Leadership That Reflects The Community

As we are embedded across Northern Ireland and Ireland at every level, and with UK-wide reach, we reach and present more representative shortlists helping organisations build leadership teams that reflect the people they serve.



### Deep Organisational Knowledge

Our long-standing relationships across public sector organisations mean that when we search for your next leader, we have an understanding of your organisation - its culture, its pressures, and its people - not just the vacancy.



# Ready to Find Your Next Top Executive?

Finding the right executive talent starts with a conversation. Whether you are planning for growth, navigating change, or seeking a leader to drive your organisation forward, we are here to help.

Eligible to buy through RM6394? We can talk you through the simplest compliant route to appointment. You can view full framework details anytime at [gca.gov.uk/agreements/RM6394](https://gca.gov.uk/agreements/RM6394).

Speak confidentially with Martin Greer or Sharon McKinley.



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# Thank You

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