



Unity's Stamp of Approval Interviews

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Recruiter

Why did you involve Unity?

Because the people we support always come first. Working in recruitment, I've made it a priority to involve Unity as much as possible in the hiring process. After all, they're the ones welcoming people into their homes and lives, so it's important that they feel happy and confident about the people we recruit.

How and when did you involve Unity?

Unity has been involved in recruitment from the very beginning of my journey with Achieve together, around 18 months ago. Together, we've reviewed CVs and supported recruitment for a variety of roles, including Marketing & Communications, Operations, Health Promotion Nurses, and others. It's become a really valuable and ongoing partnership.

What did you learn from the process?

One of the biggest things I learned is that a candidate's energy really matters. My role naturally focuses on skills, experience, and qualifications, but Unity helped me look beyond the CV. They encouraged me to think about questions like: Are they friendly? Are they approachable? Will they enjoy being part of our community? It reminded me that great recruitment is about people, not just paperwork.

What would you change?

If I could change one thing, it would be allowing more time for the process. Recruitment can move quickly, and sometimes there's pressure to fill roles fast. I'd love to create even more opportunities to slow down, involve everyone fully, and really enjoy the experience together.

What advice would you give others?

Be open to working with Unity—you'll learn so much! The experience is incredibly rewarding. Everyone is welcoming, enthusiastic, and genuinely appreciative of being involved. It's a fantastic example of how co-production can make recruitment stronger, more meaningful, and a lot more enjoyable too.

How did it feel to receive the stamp of approval?

It felt amazing! When I first started working with Unity, I had no idea there was such a thing as a stamp of approval, so it came as a lovely surprise. More than anything, it felt like recognition for something I'm really passionate about—co-production and making sure people have a genuine voice in decisions that affect them.