



The first Mill staffers

by Ruth Duncan, Current Chair of Trustees and head of HR

The first day in their new jobs wasn't promising: The building renovations were in full swing with lots of drilling and hammering, no furniture, no phones and certainly no computers.

John Onelum, The Mill's first Community Organiser, Nathan Grindley and Natasha McFadzean, sharing the Community Administrator role, were too polite to ask just what they'd got into. We, however, were delighted to have them start in their new jobs. The Nesta grant enabled the Mill to have staff, and everyone involved in the early set up of the Mill was looking forward to paying people to take on some of the work.

In the early days, John, Nathan and Natasha worked from home mainly, setting up meetings, administration systems and creating their jobs from scratch. They worked closely with Mo, Ingrid and Alison in getting the building ready for opening in September 2011

I was part of the recruitment team with Nuria and Irina; we all had some experience from our day jobs, of recruiting staff, and Nuria consulted the employment handbook from NCVO often. We spent quite a few evenings spent working out what jobs were needed, what times they would work - it affected the Mill's opening times, and then deciding what we'd ask candidates in the interviews.

It was really satisfying that through the Mill, three local people would be employed, on decent salaries, for at least the length of the funding. We advertised through local networks and voluntary organisations, and found that others were very willing to get the word out for us. Once the job applications began to roll in, we knew that we'd be able to get great people for The Mill. There were lots of well qualified people out looking for work. We held two interview days, one for each role to fill, and were able to offer the successful candidate a job on that day.

John Onelum became our full time Community Organiser, working just beyond the term of the Nesta grant. Nathan Grindley, and Natasha McFadzean job shared Community Administrator role, so that The Mill could be open on Saturdays and Sundays. I'm proud that Natasha has stayed with us, and is now The Mill's Centre Manager.