



# HUMAN RESOURCES

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CLIMB HIGHER: HR THAT SUPPORTS PEOPLE  
AND PURPOSE

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7TH MOUNTAIN

# YOUR PEOPLE. OUR STRATEGY. WE'LL HELP YOU CLIMB

9 Mountains brings professional HR expertise to charities, helping you create safe, supportive, and high-performing teams—at every level of your organisation.



## YOUR PEOPLE DESERVE THE RIGHT SUPPORT

Supporting your people can feel like an uphill climb, with HR challenges like outdated policies, limited diversity, and recruitment struggles slowing you down. But with flexible, tailored support, we help you navigate compliance, foster an inclusive culture, and build a workplace where your team — and your mission — thrive. Because running a charity is about more than impact — it's about empowering the people who make it possible, all at a cost that works for you.

## OUR PRINCIPLES: THE FOUNDATION OF SUCCESS



### EXPERTISE THAT MATTERS

HR today is complex, and no single approach fits every organisation. That's why we offer you a team of HR specialists who provide expert support where you need it most.



### ECONOMIES OF SCALE

Why rely on one overstretched HR lead — or none — when you can access a team of charity HR experts, with tailored support minus the cost of generic packages?

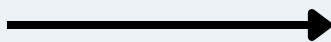


### PAY AS YOU GO MODEL

Whether your charity has £500 or £50,000 to invest, our flexible mix-and-match model lets you focus on high-priority activities first. Start small, see results, and scale up at your pace.



Our team goes beyond traditional services by analysing your existing challenges.



We provide tailored solutions to address them effectively.



# POLICY REVIEW & COMPLIANCE

## STAY IN CONTROL AND ON COURSE

### WITH 9 MOUNTAINS



Policies Out of Date?



We review, update, and align your policies with legal requirements and sector standards.



Don't Know What You Need?



We audit your existing documents and highlight exactly what's missing.



Missing policies blocking funding or hiring?



We review and update key documents to meet funder standards and enable confident, compliant hiring—so you don't miss out.

## WHY TAKE THE RISK WHEN YOU HAVE 9M?

Policies aren't just paperwork—they're the foundations of trust and good governance. Outdated or missing documents leave you exposed to risk. We take the pressure off by reviewing your current setup, spotting the gaps, and building clear, compliant frameworks that reflect your values and responsibilities. We'll make sure your policies protect everyone involved—staff, volunteers, and beneficiaries.

Cost: From £500

Timeline: 1–2 months



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# HR CONSULTANCY & SUPPORT MAINTAIN YOUR FOCUS WITH 9 MOUNTAINS



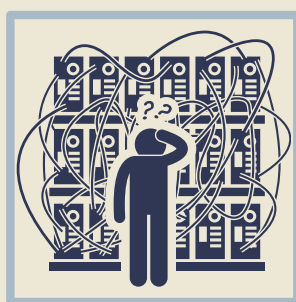
HR Gaps or  
Confusion?



We provide expert advice  
for everything from team  
issues to restructures.



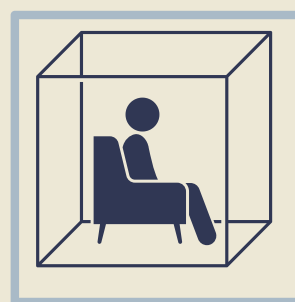
Overwhelmed by  
Complex Cases?



We handle sensitive or  
difficult situations with  
care and clarity.



No Internal HR  
Team?



We offer on-demand  
support without the need  
for a full-time hire.

## DRIVEN BY PURPOSE. GUIDED BY 9M.

Whether it's a one-off challenge or ongoing need, our HR consultancy gives you experienced support when it matters most. From handling grievances to improving staff engagement, we offer level-headed, practical advice rooted in charity realities. You don't need a permanent hire—you need a reliable partner who'll help you navigate change, conflict, or growth with confidence.

Cost: Priced per hour at 1/20th of a fundraising block.



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# HR DOCUMENTS & TOOLKITS MAINTAIN PROFESSIONALISM WITH 9 MOUNTAINS



Outdated  
Contracts or  
Docs?



We create up-to-date  
templates and resources  
that protect your charity  
and staff.



No Volunteer  
Agreements or  
Handbooks?



We supply practical  
toolkits so you don't have  
to start from scratch.



Inconsistent  
Processes?



We bring structure and  
clarity to recruitment,  
onboarding, and HR  
workflows.

## FUEL YOUR PROGRESS WITH THE RESOURCES FROM 9M

Having the right documentation saves time, prevents confusion, and ensures consistency. We don't just hand you generic templates—we tailor contracts, policies, and checklists to fit your organisation's size, values, and structure. Whether you're onboarding staff or managing volunteers, our toolkits help you stay clear, fair, and legally protected.

Cost: From £250

Timeline: 2–4 weeks



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# HR TRAINING & CULTURE CHANGE UPHOLD EXCELLENCE WITH 9 MOUNTAINS



Lack of Diversity?



We help improve board and staff inclusion to build trust with funders and beneficiaries.



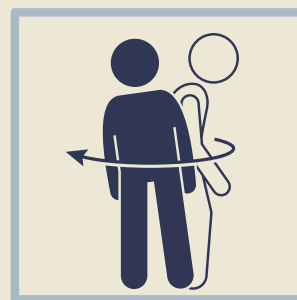
Low Morale or High Turnover?



We deliver training to strengthen culture, leadership, and wellbeing.\*



Unclear Vision or Values?



We support alignment across teams with a people-first approach to culture change.

## LET 9M ALIGN YOUR TEAM TO REACH THE SUMMIT

Reaching the 9th Mountain — where every potential beneficiary is supported — takes more than passion. It takes a united team, working toward a shared vision with clarity and commitment. We help align trustees, leadership, and staff around common values and purpose, so your organisation moves forward as one. From that strong cultural foundation, anything is possible.

Cost: From £750 per session

Timeline: 1 month setup; sessions as needed



# VIRTUAL DIRECTORS GET LEADERS, WITHOUT THE OVERHEADS WITH 9 MOUNTAINS



Leadership  
Gaps?



We provide interim HR or CEO-level support to steer you through change.



Struggling to  
recruit top talent?



Senior professionals rarely join small charities — but our virtual leaders do. Get flexible access to expert CEOs.



Need Stability in  
Transition?



We bring clarity and calm during times of organisational change.

## YOUR CHARITY, EXPERTLY MANAGED BY 9M

Sometimes charities need more than advice—they need someone to take the reins. This isn't just interim cover — it's a smarter, more sustainable alternative to recruitment. We embed experienced professionals into your organisation, working part-time or flexibly to deliver strategic direction, operational leadership, and expert guidance — all without the cost or risk of a full-time hire.

Cost: From £2,000/month

Timeline: Short or long-term



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# HOW TO WORK WITH US

## YOUR JOURNEY TO THE SUMMIT CONTINUES HERE



### FINALLY, EXPERT HELP THAT FITS THE WAY WE WORK

"Working with 9 Mountains has been a turning point for us. They understood our challenges and gave us the direction we needed. With expert support in marketing, fundraising, strategy, and operations, we've gained clarity, confidence, and real momentum. We're moving forward with more focus, confidence, and a sense that we're building something sustainable."

— Jo Early, CEO, SAMM National



### LET'S CLIMB THIS MOUNTAIN TOGETHER

Whether you're starting out or ready to grow, 9 Mountains helps you build a smart, sustainable HR operation tailored to your ambition. Book a session to explore your challenges, and we'll connect you with the right experts. We know the climb is tough—but the view from the top is worth it. Together, we'll map the best route to reach your peak goals.

## CONTACT

Get in touch to book your free appointment and take the first step toward elevating your charity to new heights.

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To explore more ways 9 Mountains can support your charity, including our full range of services and other mountains, visit our website.

🌐 [www.9mountains.co.uk](http://www.9mountains.co.uk)



SERVICE DELIVERY



FINANCE



FUNDRAISING



IT



MARKETING



LEGAL



HR



STRATEGIC PLANNING

