



## Leading Banking Group

### **The Challenge**

Post restructure recruitment drive to recruit 50 plus permanent and interim hires from Buyer to Category Director level. The key objectives were to apply world class expertise and delivery to ensure the very best value for the group and to make the business easier for suppliers to deal with.

The requirement was for a mix of 'subject matter experts' and 'banking' generalists. By definition the Client was looking for the very best Procurement talent.

### **The Solution**

Creating a talent pipeline through; Advertising, Headhunting, Networking and Database search. Ability based on expertise and detail understanding of Client requirements to very effectively market the role to the procurement community and to provide the Client with up-to-date and realistic Candidate and Market Information. Significant in-roads made into the high talent passive candidate community, through effective networking in conjunction with our 20,000 + contingency database.

Interviews conducted to shortlist potential talent prior to providing shortlists for category areas.

### **The Results**

20 plus Category Specialists at various levels successfully placed as well as 2 Category Heads / Directors and all commenced employment inside 6 month period.

### **Fundamental Reasons for success:-**

- Comprehensive understanding of the Client's requirements and Organisation
- A dedicated team of 3 consultants and 2 support staff to manage the project
- Constant two-way communication between the client and the BS Team
- Quick turnaround and constant communications with the top talent