MITCHELL MARTIN

MMI Helps Banking Client Validate Staffing Strategy and Achieve Ongoing Cost Savings

About our Client

Amidst the pressures of shrinking margins and growing regulations, our client, a major investment bank, was working to optimize their staffing strategy to expand the number of employees at lower cost centers without sacrificing quality of talent. The current initiative was to relocate as many positions as possible from high cost areas such as NYC to other areas such as Raleigh, Charlotte, Atlanta, Tampa or Dallas.

Client Snapshot

Company Size: 10,000+ employees

Industry: Banking and Finance

The Challenge:

With a finite number of individuals who were familiar with ever-changing regulations, banks were in fierce competition for the same candidates. Time was of the essence to capture these resources before they were hired by other banks. There was intense pressure on internal recruiting staff to not only speed up their process with more limited budgets, but also find candidates in highly specialized areas who may not be on the market and ask them to relocate from high profile areas. The client's internal staff were struggling to find resumes and had a very low success rate.

Niche Expertise

"With a niche practice focusing on Governance, Regulatory and Compliance, we understand the complexity and risk of this ever changing landscape and can identify the right resources for these crucial teams."

Jeff McLaughlin

Vice President / Practice Leader, Governance, Regulatory and Compliance Division

Our Success:

The bank reached out to Mitchell Martin's GRC team to assist with their recruiting project. MMI's GRC division is entrenched in the industry and has up-to-the minute knowledge of the necessary skills and expertise needed. With a ready-built pipeline of highly qualified candidates along with international sourcing capabilities, Mitchell Martin went to work to build a targeted pool of talent from around the globe. Suitable candidates willing to relocate were quickly found and assessed based on our client's requirements for skills as well as organizational and cultural fit. Within a week, the client was presented with numerous quality resumes.

While the client's internal teams had only a 10% success rate for acceptable candidates, more than 50% of Mitchell Martin's candidates were advanced to the interview stage. Not only was the quality of talent increased, but internal recruiters were now freed from less productive tasks and were more efficient and productive, identifying new hires within record time.

New team members were successfully found across a variety of disciplines, including Business Analysts, Data Analysts, Project Managers, Regulatory (FATCA/AEI, KYC/AML, IOSCO, MiFID, SARS), Data Warehousing, and Control BAs.

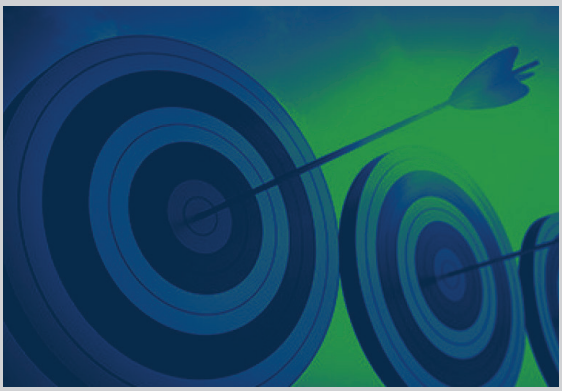
Types of Positions Filled:
Business Analysts
Data Analysts
Project Managers
Regulatory (FATCA/AEI, KYC/AML, IOSCO, MiFID, SARS)
Data Warehousing
Control BAs

Locations:
Charlotte & Raleigh NC
Atlanta, GA
Tampa, FL
Dallas, TX

Results:

Mitchell Martin was responsible for 105 placements, out of which 80 were converted to full time status.

Mitchell Martin not only delivered on our client's recruiting project, but also provided the benefit of clarity, forever changing their business strategy for the better. The understanding that regulatory projects can be successfully completed at lower costs in satellite locations is priceless and will continue to provide immeasurable time and cost savings for our client for years to come.



MITCHELL MARTIN

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LOCATIONS:

New York ▪ New Jersey ▪ Charlotte
Philadelphia ▪ Raleigh ▪ Atlanta
Dallas ▪ Jacksonville ▪ Chicago
India ▪ Philippines