

Case Study: Recruitment solutions for one of the major International Banks

Background

Our client, a leading global banking organization, had established a new company in India to house its existing shared services function- a knowledge based Analytics function serving the bank globally and units/ individuals providing oversight over Operations and Technology suppliers in India. The goal was to consolidate activities performed by existing Centers of Excellence to a central location at Mumbai. Our client needed candidates on board in new business unit on an immediate basis.



Service Offered: Search & Selection

Challenges	Solutions	Results
<ul style="list-style-type: none"> Stringent selection guideline: getting a Senior Manager with a valid US visa Finding a candidate with strong background of large scale People Soft General Ledger Implementation, in a multicultural and global banking environment To join at a short notice and travel immediately to the USA to lead project migration Multiple selection stages: Operations and HR round in India and 2 global rounds from USA through Video Conferencing All the candidates needed to have exceptional communication skills and high fluency in English Some of the qualifying candidates were not comfortable with the night/ late evening shifts. 	<ul style="list-style-type: none"> A very strong team was put on cold calling and referencing to map the industry and document the relevant data of available candidates A shortlisted list of 16 candidates was drafted post research and adhering to the selection criteria. Of these, 4 resumes were for the position of AVP/Manager and 12 for Analysts/Assistant Managers. These candidates were from Mumbai/Pune region only Having established the fact that notice period could be one of the hindrances, client was explained the need to buy the notice period so that candidates can join in 45 days 	<ul style="list-style-type: none"> Timely recruitment of all desired candidates Successful migration of the project to new unit in Mumbai Team Gi exceeded client's expectation by submitting the relevant profiles at the first stage itself. Client decided to go ahead with 1 additional Manager The meticulous work put together by the team impressed the client and so far the team has recruited for over 200 positions in a year for its client