Case Study: Executive Search solutions for one of the leading global financial services company for a niche skill

Background

Our client is one of the oldest financial institutions in the United States with assets of $2.4 trillion. It is present in more than 60 countries and has an employee strength of over 2,60,000. The client was starting a new practice, from scratch, and had a requirement for a 'VP model Development' profile to head that particular division. The timeline to hire this candidate, with niche skill, was assigned as 1 month.

Service Offered: Search & Selection

Challenges	Solutions	Results
• **Niche skill-** 'Model development ' is a hard to find skill in the market • **Stringent selection model:** Several rounds of interview with Indian and US counterparts • **Timeline-** Role was critical and hence limited timeline • The position was vintage in terms of ageing	• **Non-conventional approach-** Team developed a non-conventional strategy to crack this position • **Competitor Mapping-** mapped all companies from where the Client had hired from in the past along with emerging players as well as companies that had similar skill sets. Of these, 2 major US Banks with Retail Partner Card Business in India were mapped in detail • **Role mapping-** Candidates at AVP/entry level VP in similar roles were mapped using unconventional channels like Analytics Forums on Linkedin, Professional Analytics sites etc.	• **Quick TAT-** Over a period of 3 weeks we developed a substantial database of Modelers at AVP/VP level across top companies in major metros. Of these 4-5 validated candidates were shortlisted who then underwent US rounds of interview and the client finally closed on 1 candidate • **Further Business-** The task to recruit team under this VP was awarded to Gi Group

At a Glance
Level: Senior; **Timeline:** 1 month; **Location:** Mumbai
Skills: Niche- VP Model Development

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