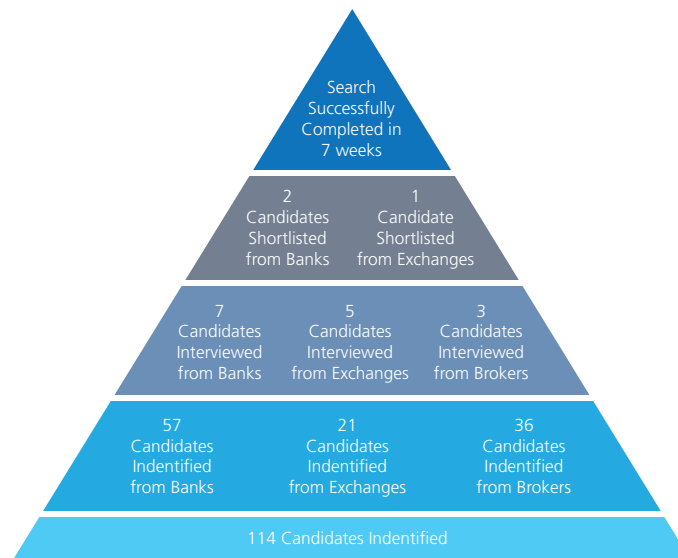




# ZANDER SEARCH

## CASE STUDY

### BUILDING A NEW EXCHANGE



*Illustration of the life cycle of this project showing how many candidates were considered at each stage of the recruitment process and from which business sector they came from.*

#### SITUATION:

Our client was looking to hire a CEO for a new European exchange. The exchange had been established to take advantage of changes in market structure following a significant period of regulatory reform. Our search was focused on finding a CEO who could maximise the exchanges opportunity in both the ETD and OTC environments.

#### REQUIREMENT:

The new CEO had to be seen as a “new breed of leader” within the financial services sector. They needed to be client-facing with the ability to take new propositions to the market. The new CEO had to be a strong leader, someone that both internal and external clients would respect and follow. They had to provide vision and direction for the business, whilst simultaneously helping the Exchange navigate a complex and quickly evolving regulatory landscape.

#### SOLUTION:

**Stage 1 - Mapping:** We mapped Exchanges, Trading teams in banks, Brokers and FinTech organisations to identify the true visionaries and leaders in each environment.

**Stage 2 - Defining the Targets:** Working with our client, we reviewed the map and agreed on a top 30 target list. We engaged individuals on this list, building a complete picture of their soft and technical skills.

**Stage 3 - The Selection process:** Within a 10 -day window, we met with as many of this target list as possible, whilst simultaneously conducting internal interviews. Throughout, we ensured that each individual received exactly the same level of assessment and interaction, ultimately compiling a short list.

**Stage 4 - Client Interview process:** We planned all client interviews to take place during a 2-week period. Following the interviews, we arranged a full debrief day, as a result of which the client made a decision and an offer was extended. The entire process took 7 weeks from brief to offer.