



# ZANDER SEARCH

## CASE STUDY

### DEVELOPING AN INTERNATIONAL SOURCING MODEL FOR A NEW EXCHANGE

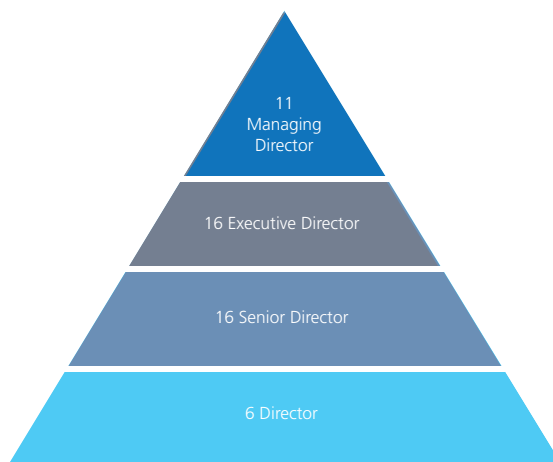
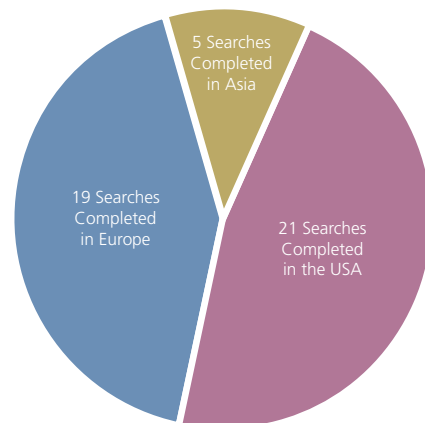


Illustration showing the number of searches at each seniority level during the recruitment process for this project.



Identified candidates split by global location.

#### SITUATION:

Our client was looking to begin a sustained phase of recruitment activity across each of its key business lines and geographies, with three key objectives:

- Hire forward thinking creative leadership
- Gain competitive insight into specific pools of talent across the competitive landscape, including data on compensation levels and contractual restrictions
- Reduce expenditure on external recruitment fees

#### SOLUTION:

Zander Search entered into a partnership with its client to design and deliver an international sourcing model (ISM) that straddled the roles of both internal and external recruiters. The programme was tasked with delivering a standardized search process to each of the core business functions and providing them with immediate and unrestricted access to a classic, retained search model. As part of this programme, we helped our client select and implement a search process management application.

#### THE OUTCOME:

Twenty-five separate searches were begun and completed during a 12-month period, each providing specific data concerning compensation levels and talent capabilities within competitive environments. Dillistone Systems' Filefinder database was adopted across the internal recruiting team and a database of c.2500 specialists in trading and technology across the US, EMEA and Asia was created. A significant increase in positive feeling towards the internal recruiting function was experienced, with the business classing recruiting as a "valued business partner" in its yearly review. A cost saving of around \$450,000 was documented.