

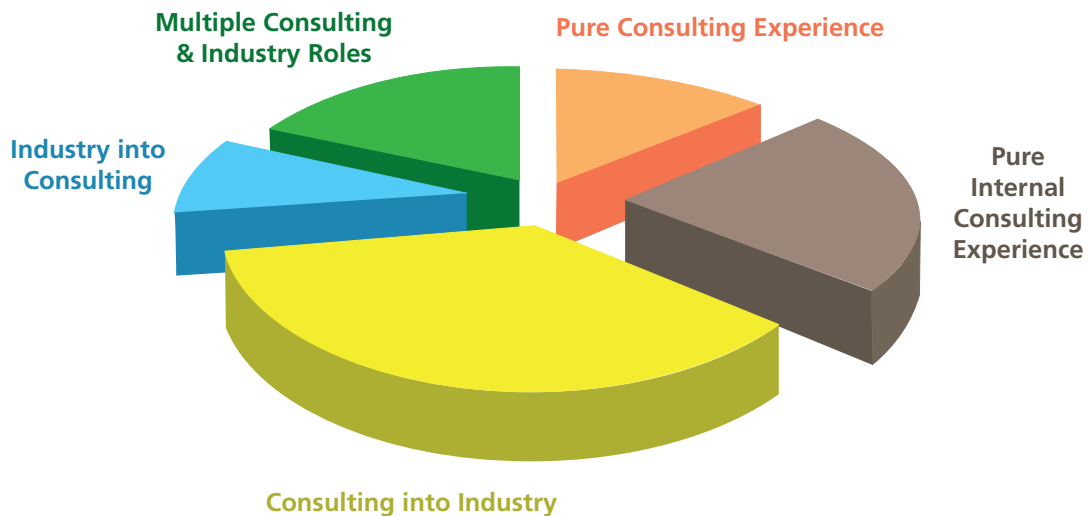


ZANDER SEARCH

EXPANDING A WEALTH & ASSET MANAGEMENT ADVISORY PRACTICE

- THE CLIENT:** A Tier 1 Business Advisory Practice
- THE ROLE:** Manager and Senior Manager Level Consultants
- LOCATIONS:** London

SPREAD OF PROFILE ACROSS SHORTLISTED CANDIDATES



- SITUATION:** Our client is constantly expanding its capabilities within their Wealth & Asset Management practice. Ongoing changes across financial regulation and a greater demand in customer expectations, meant that Wealth and Asset Management firms were being forced to rethink their business operating models and focus on operational efficiency. This prompted a need for change within the industry which in turn led to further demand for our client's specialist operational advisory capabilities.

- REQUIREMENT:** Our client was looking to recruit experienced candidates at Manager and Senior Manager level. These candidates would be tasked with owning and delivering programmes around operational excellence for Wealth Management companies. Candidates needed in-depth experience in Operating Model Design and Business Processes Design. Also, they would have needed to work in a Performance Improvement or Operational Transformation environment.

CHALLENGES: This position required a fine balance between Strategy, product specific knowledge and business development capabilities. Having all these qualities often puts candidates in roles that are less hands on than our client needed, which raised concerns that candidates would either be too expensive or would not have the desire to be a “player / Coach”. This search also required a candidate that was used to working with, and for the benefit of the customer, and so needed someone that was focused on building and developing business relationships to benefit the customer, rather than just selling. Additionally, the Executives involved in the hiring process placed varying levels of importance on key attributes and therefore to fulfil all expectations we had to find candidates that possessed a holistic set of key competencies.

SOLUTION: Our Client already had a well-established and successful internal recruiting function. This recruiting function was actively placing candidates within the Wealth & Asset Management practice. However, due to a constriction of internal resources, there was only a certain amount of time and labour that could be focused upon filling these roles. We were instructed to use our traditional Search approach to find candidates that were harder to identify or took additional time to source.

THE OUTCOME: We sourced candidates that had experience in both Consulting and Industry environments with a depth of business and industry knowledge. The search identified and approached 176 Candidates, of which we interviewed and profiled 11. From these 11 candidates, we identified 3 exceptional contenders who were presented to the Client. The Client then performed their selection process and 1 offer was formulated for a Manager level position. This offer was accepted.