



ZANDER SEARCH

CASE STUDY

BUILDING A CLEARING BUSINESS

SITUATION:

The client is a leading global derivatives exchange with its HQ in the US and physical operations in the UK and Asia Pacific. In 2008 they launched a clearing and settlement business in the US and after achieving great success they looked to replicate similar in Europe. Their main challenge centered on the need to build a business that replicated the US organization yet remained sensitive to geographical idiosyncrasies. As this was a 'startup' business, it was imperative that each individual skill set complemented the other with the final team covering all the technical areas required by the FCA. This project was delivered in partnership with a HR team in Chicago offering 'on the ground' support in the UK.

REQUIREMENT:

The project was designed to hire a complete team, including a CEO and a Director of Strategy and Operations. Once these key roles were in place the focus turned to building a management structure to include Risk Director, Compliance Director, a Head of Banking, Head of Operations, IT Director and Business Manager.

SOLUTION:

Zander Search ran two search processes side by side. We used traditional search and selection techniques to identify and recruit the CEO and Director of Strategy and Operations whilst simultaneously identifying individuals who may be a match for the other roles. We used sourcing and referencing techniques to both groups of candidates so we could consider how each profile may fit and work together. Once the CEO and Director of Strategy roles were secured, we were able to immediately launch the other searches, presenting a range of candidates whose profiles complimented the initial hires and covered each of the main technical areas required. This provided our client with a variety of different options for how to construct the team.

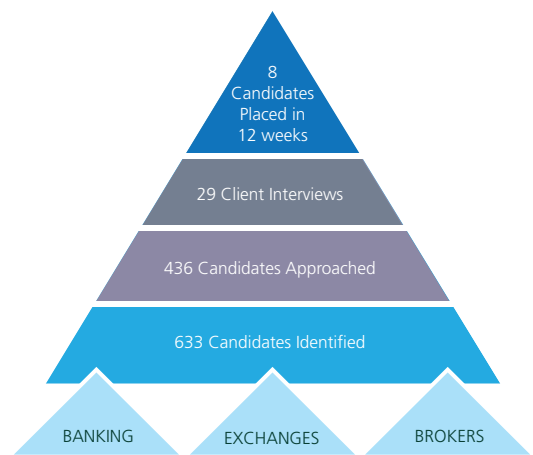


Illustration of the life cycle of this project showing how many candidates were considered at each stage of the recruitment process. The bottom section shows which sectors the candidates came from.

THE OUTCOME:

This process led to the recruitment of a complete management team of 8 different and specific profiles. The process took 12 weeks from brief to completion. The total costs of the project represented a saving of 40% compared to traditional search fee structures and at conclusion we presented a detailed review of the key people in competitive environments and intelligence around market compensation ranges.