



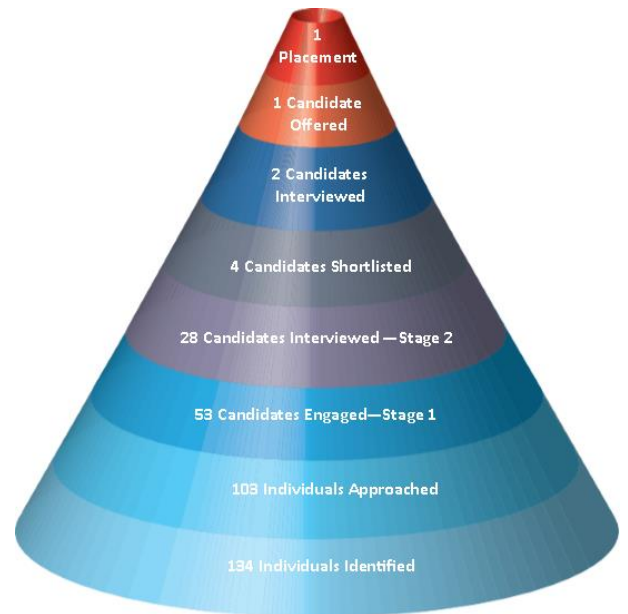
# Hiring A Full Life Cycle Recruiter In An Emerging Market

**THE CLIENT:** CME Group International Recruiting

**THE ROLE:** Permanent Recruiter

**THE LOCATION:** Tel Aviv

**SITUATION:** CME Group International Recruiting seeks to hire a permanent recruiter to support local recruiting needs in Tel Aviv. The International Recruiting Team has been supporting local needs from Tel Aviv with GSM support, but this approach is not sustainable long term. The business is requesting a local resource to support their recruiting needs short and long term.



**REQUIREMENT:** A full life-cycle recruiter is sought that knows the local Tel Aviv market and can work both independently and collaboratively with the International Recruiting Team while supporting the local recruiting needs. The individual is required to be highly proficient in technical recruiting given the nature of the Tel Aviv Office.

**THE CHALLENGES:** We are relatively new to this market and have multiple stakeholders including Human Resources Business Partners, Senior Technical Leadership, and CME Group Recruiting. We also experienced a resignation in Tel Aviv Recruiting that placed an additional time sensitivity around this mandate. This is a highly competitive market and candidates typically have multiple offers.

**THE SOLUTION:** GSM needed to engage all key stakeholders to ensure we had universal agreement and buy-in on the mandate. An interview process was established that would include the key stakeholders to ensure support of the candidate once selected. We created an external job specification and engaged the local market with a very targeted and specific outreach. Interviews were completed from Chicago via video conference to drive to the final two candidates.

**THE OUTCOME:** We were able to identify two finalist candidates that were put in front of the business for final selection. One candidate had a bit more experience than the other, but both received very positive feedback from the business and the Director of International Recruiting. Both candidates were highly viable.