

**CASE STUDY**

# Sourcing and Recruiting Technology Talent for a Banking and Wealth Management Client

## The Client

With over 150 years of providing banking and wealth management services, the Client operates 1000+ branches in the U.S. and employs 22,000+ workers.

## The Situation

With a growing demand for qualified technology talent, the Client was seeking a partner to assist with the sourcing and recruiting of information technology (IT) professionals. The organization turned to Acara to help address its talent needs. Our team of recruitment specialists needed to prescreen and qualify all candidates and conduct pre-employment verifications—including criminal background checks and fingerprinting. In addition, the Acara team arranged and coordinated interviews between qualified candidates and the Client's hiring managers.

## The Challenge

To successfully fill the Client's IT positions, the Acara team of expert sourcers and recruiters would be required to:

- Compete against several other talent acquisition firms—in the same market and candidate pool—to recruit premier tech talent.
- Recruit high-quality talent—in an emerging tech hub—to meet the Client's workforce expectations.
- Attract candidates willing to work in an office environment. Pre-COVID pandemic, the Client was not open to remote work options.
- Fully understand the skill level and experience required for each role and identify unique differentiators to share with candidates to build excitement. The Client did not allow our team to conduct intake calls with the hiring manager.

### Project overview



The Client provides banking and wealth management services, and operates 1,000+ U.S. branches.



The Client was seeking a partner to assist with sourcing and recruiting qualified technology talent.



The Acara team gained a comprehensive understanding of the skill level and experience required for each role.

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## The Solution

To optimize our recruiting efforts, Acara leveraged a team that consists of the following resources:



1 lead recruiter and 2-3 recruiters

While the demand for employees with digital skillsets is high, the number of available workers that possess the required abilities is low. The Acara team helped the Client to understand the need to recruit remote tech talent outside of their local area to expand the talent pool.

## The Conclusion

Since beginning our partnership in June of 2021, Acara has helped the Client fill the following tech positions:

- Artificial Intelligence (AI) Developer
- Automation Developer
- Business Systems Analyst
- Finance Business Systems Analyst
- Scrum Master
- Software Engineer III
- Sr. Technical Engineer
- Director of Enterprise Architecture
- Technical Engineering (Banking)

Due to our commitment to excellence, the Acara team has made 19 job offers to produce the caliber of candidates needed to achieve the following results:

- 61.3% interview-to-offer ratio
- 11 total IT hires
- 6.5 months average tenure with most workers still on assignment

### Program results

61.3%  
interview-to-offer ratio

11  
total IT hires

6.5  
months average tenure

## Executive Search Partner Procures High-Caliber, Hard-to-Reach Tech Candidate

The Client was looking to secure an executive in their enterprise architecture group to be a hands-on leader and oversee a large group of engineers. Acara's executive search sister company—TalentRise—deployed a targeted recruiting approach to identify a high-caliber, hard-to-reach candidate with robust tech experience. Our team identified a best-fit candidate—with 20+ years of experience in various software and technology domains—that was living on the west coast, but originally from outside the U.S. In addition

to TalentRise, a high-profile technology company was courting the candidate. We invited him and his family to the area and introduced them to the city and community, and scheduled meetings for them with local schools. At the end of the extensive interview process, the candidate chose the Client's city over the west coast organization. When asked why he said that the way he was treated and the local community were very similar to the community he hails from and he felt at home and welcomed.