

Streamlining US talent sourcing for a leading European bank with RSIntelligence data

CASE STUDY

rs INTELLIGENCE

THE CHALLENGE

A leading European Bank required 150 new roles to be filled within their anti-financial crime department at their US locations. Many of these roles were analyst and associate roles based in Jacksonville. The bank was faced with a challenging combination of attrition (which had increased by 21% compared to 14% previously) and regulatory headcount requirements.

Competition for the right talent was high in Jacksonville with some competitors offering significantly higher salaries. Previously candidates had shown an appetite to relocate from other US locations but that stalled when remote work began being broadly accepted by employers across the US.



THE SOLUTION

We used our RSHeatmaps module from RSIntelligence to provide an overview of the local talent pool within Jacksonville, as well as on a national level to project how remote working would benefit sourcing for the required skillset and others. Comparisons were drawn on criteria such as talent supply, competitor demand, attrition, growth, salary, experience levels and seniority. An evaluation of how competitors within the sector had successfully implemented hybrid and remote working was also provided.

RESULTS

The bank signed off on offering remote working in the United States at a board level, this opened up the bank's talent pool tenfold when sourcing for financial crime, technology and front-office roles. Data on cities such as Atlanta, Chicago, Boston, Miami, Dallas, Washington DC and the Baltimore area revealed where the right skill sets could be sourced to match the bank's needs. Their remote working pilot has now become a standard working practice allowing them to hire talent from across the US. In addition, our RSHeatmaps provided essential data that allowed the bank to:

- Adjust their reward structure to be more competitive with the market, making it easier to attract top talent and enhance their employee retention strategies.
- Launch a branding campaign with a refocused EVP.
- Increase hires per quarter by 36% to an average of 40 offers.
- Reduce the interview offer ratio from 5:1 to 4:1.
- Reduce offer dropouts from 22% to 16%.
- Decrease time to offer from 110 days to 60.

About Resource Solutions

Resource Solutions is a leading provider of outsourced recruitment and consultancy solutions, with a global footprint spanning 31 countries. As part of the Robert Walters Group, we build powerful partnerships to solve complex talent challenges for organisations ready to create and optimise their workforce for the future. By putting expertise, intelligence, and innovation at the forefront, we redefine work so everyone has a lifetime of opportunity.

What is RSIntelligence?

RSIntelligence is our one-stop market intelligence platform, powered by 100+ data sources and a global team of data scientists. Experts in talent analytics and the economic and demographic factors that influence them, our RSIntelligence team conducts research, crunches data, and provides actionable insights that put the information you need to make better hiring decisions at your fingertips. RSIntelligence provides:

- A thorough understanding of current and new markets
- Clear visibility of previously untapped sourcing opportunities
- In-depth salary benchmarking figures
- A strong competitive advantage due to greater levels of insight
- The tools to build a truly data-led sourcing strategy

Our easy-to-use, cloud-based platform contains 5 key modules offering clients access to an always-on, personalised talent analytics resource.

- **RSHeatmaps** - a visual representation of talent supply and demand within a particular role, skillset, or location.
- **RSMarketview** - a dashboard overview of specific locations' labour markets and recruitment culture.
- **RSReports** - written reports featuring analysis of a specific market, trend, or sector.
- **RSPaypulse** - a self-service salary benchmarking tool, updated quarterly with unique Robert Walters and Resource Solutions placement data to provide the latest market rates in the UK and US.
- **RSGradview** - provides analysis of historic graduate hiring and intake trends looking at universities as sources of talent.