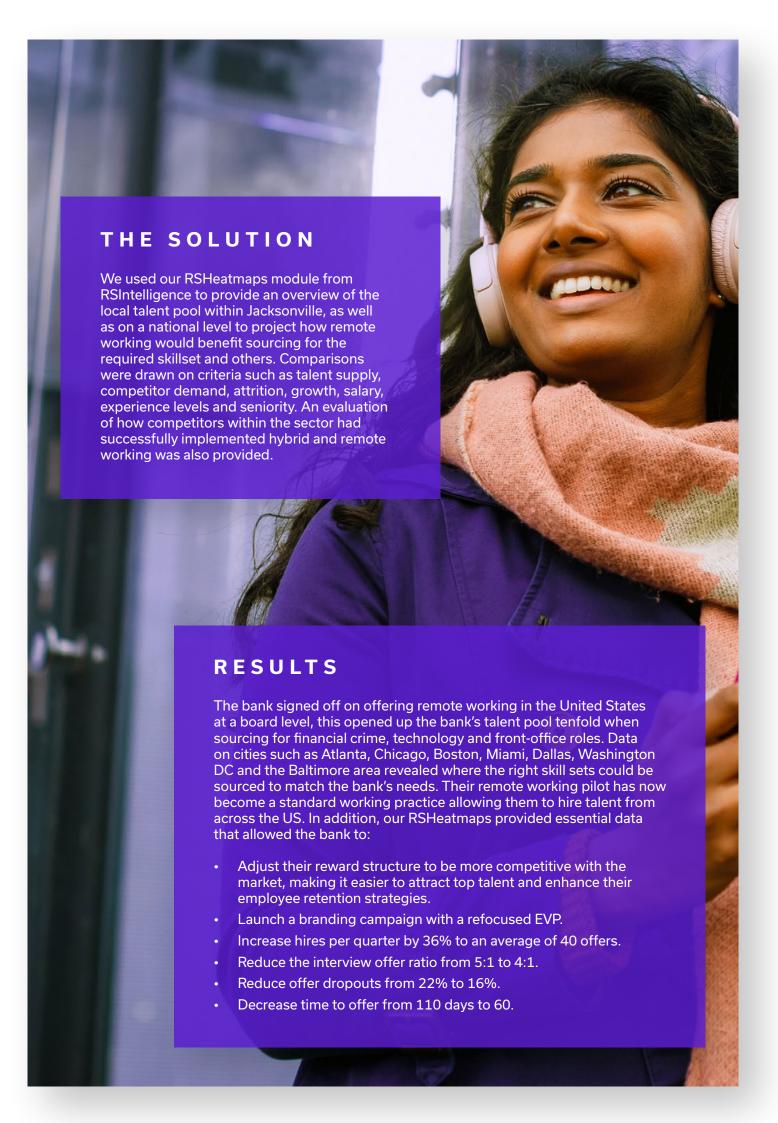


rs INTELLIGENCE

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.



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.

