



Case Study: Strategic Talent Mapping

How a financial services firm identified over 500 Risk and Compliance candidates in the South West despite believing there was a talent shortage.



Background

This FTSE 100 financial services company, have over 1.3 million clients and look after more than £96 billion of their client's savings & investments. They employ over 1,500 staff, primarily in their Bristol office.

On the appointment of their new Chief Risk Officer, concerns were raised about the availability of appropriately experienced compliance talent in the South West and the impact this could have on achieving the firm's growth strategies.

The HR team recognised this challenge and sought to pro-actively address concerns through developing appropriate resourcing strategies and establishing a pipeline of financial services compliance talent, ready to deliver immediate value to the incoming Chief Risk Officer.



How we helped

Acolyte was asked to create a **strategic talent map** that would identify all Risk & Compliance individuals with financial services experience in the South West.

As a long standing user of Acolyte's services, they had already experienced how effectively Acolyte's technology pinpoints specific talent pools. Additionally, they were aware of how valuable Acolyte's analytical tools and talent insight are in developing effective talent acquisition strategies.

By locating all appropriately experienced compliance talent, they would have the intelligence required to start developing talent pipelines and an understanding of who the major employers of compliance talent are (these organisations represent both a source of talent and a potential threat to their retention of existing compliance staff). Most importantly, they would be able to form an opinion on whether their strategic goals were supported by the depth of talent available in the South West, or whether alternative strategies would need to be explored.



Benefits

Acolyte identified more than 570 appropriately skilled and experienced compliance professionals. These results far exceeded expectations and provided assurance that the depth of compliance talent was sufficient to meet their strategic objectives.

The talent map highlighted all major employers of compliance talent and identified several compliance hubs operated by major London-based financial services providers in the region. These hubs, all within a commutable distance from their offices in Bristol, were previously unknown to the client and have subsequently become excellent sources of ongoing compliance talent.

Analysis included talent heat maps, diversity diagnostics and a breakdown of experience levels, job titles & specialisms. Organisational charts were used to create transparency and present each individual candidate in context. This allowed them to benchmark the relative seniority of compliance staff and understand the structure and team dynamics of their competitors.

Detailed Talent Insight

We helped prove that enough Risk and Compliance talent existed to support their business goals.

We showed them where they were located and who they worked for



Acolyte has had a huge impact on our hiring. Their solutions provide the perfect combination of insight, intelligence and sourcing at a fraction of the cost of other providers. We are always very impressed with the results and their success in supporting us across our business means that the reputation of our internal talent team has never been stronger.

Head of Resourcing



acolyte

Find out more

www.acolytegroup.co.uk

+44 (0)207 3576644