

Banking on WorldLink

Capitalizing on talent to spur growth

Challenge:

With an aggressive growth plan to double its \$12 billion in assets over the next three years, the banking found themselves in need of a new talent acquisition strategy. As a regional commercial bank that delivers highly-customized services to business and entrepreneurs. The banking sought a partner who could aid in recruiting highly qualified, consultative candidates with the unique and specialized skillsets to ensure a complete fit with their organization.

Solution:

The banking partnered with WorldLink to support future growth plans and acquire qualified professionals who also fit with their unique, tight-knit culture. The WorldLink solution included:

- Serving as an extension of the bank's talent acquisition team
- Thorough understanding of the bank's culture and skillset requirements
- Leveraging of market knowledge to screen exceptional candidates
- Strong relationships with members of the bank's team
- Extensive candidate screening
- Talent recruiting and onboarding

95%

Direct-Hire placements

99%

Employment retention rate

Alignment with Client Goals

Through culture and skillset match

"WorldLink understands our needs and is able to quickly provide us with quality candidates while filtering out those who will not fit."

Chief Technology Officer

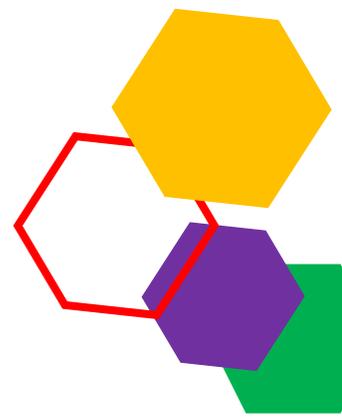
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Here's how we did it.



Thorough Understanding of Client Needs

This bank excels in delivering custom solutions to its growing portfolio of business customers. As such, WorldLink's solution needed to be customized to the bank's specific talent needs. WorldLink's management team built strong relationships with the bank's team and through consistent engagement, was able to understand the company's culture to proactively source appropriate talent.

Dedicated Recruiting Team

WorldLink understood that the bank needed a very specific skillset and personality type and allocated a team of recruiters to work solely on identifying hard to fill skillsets such as those for IT Managers, Systems Engineers, Server Operations Analysis, Network Architects and Project Managers.

Extensive Candidate Screening

To make certain that a candidate was truly a good fit, candidates went through an intense screening process in addition to thorough background checks. Account Managers took the additional responsibility of personally introducing each candidate to the hiring manager on-site, ensuring all interviews started positively.

Quality Candidates

WorldLink learned early on that at the bank, personal skills are as important as technical skills. The bank sought candidates who were hardworking, team oriented and had strong collaborative skills in addition to a strong technical background. This understanding helped WorldLink recruit selectively.

WorldLink successfully established a solid partnership.

Organizational Impact

WorldLink effectively sourced and placed candidates with extensive banking experience in addition to strong customer support backgrounds and corporate customer management experience. These candidates were ultimately instrumental in the improvement of processes due to their thorough understanding of treasury services network architecture and project management. The professionals recruited by WorldLink continue to support strategic goals and contribute to the ongoing success and growth of the bank.

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