



Staff Augmentation for

RETAIL BANKING

A leading retail banking organization accelerates hiring for their Data Science and Risk Analytics unit in multiple locations.



Overview

The client is one of the largest global players in retail banking and is always on the lookout for talent in Fraud Detection, Anti Money Laundering, Predicting Risk Modeling and Emerging Technologies like Machine Learning, AI and Blockchain.

The Challenges

	Finding the right analytics talent in multiple locations including several places in California and Arizona
	High time-per-hire due to increased competition from technology companies
	Poor candidate vetting by existing suppliers
	Low satisfaction score with the recent hires.

The client approached Infojini with the expectation of sourcing 12+ resources in a time frame of 45-60 days.

The Solutions

- Assembled a team of best performing recruiters with extensive experience in hiring for top banks
- Aligned local Account Managers who were responsible for creating a talent pool for emerging tech resources in Arizona and California
- Leveraged Talent Dome, our internal referral platform, utilizing a database of more than 10,000 candidates in data science, analytics and predictive modeling space



- Temporarily hired Subject Matter Experts with extensive experience in Analytics and Risk Management with some of the top banks in North America to ensure thorough screening
- The SMEs were also responsible for handholding and training candidates in the initial phase of the deployment
- Reached out to a passive talent pool of silver and bronze medal candidates who were a good fit, but weren't selected for assignments for logistical reasons.

The Results

- ✓ Placed 15 resources in a span of 60 days
- ✓ Garnered 200+ local referrals in a timeframe of 2 weeks
- ✓ Our Account Managers ensured that we only submit thoroughly screened candidates to the client
- ✓ Channeled every candidate through our SMEs to ensure proper vetting
- ✓ Submitted candidates for multiple roles with expertise in R, SAS, Python, SQL, Kafka, Data Science and SAP Hana with a background in risk mitigation through analytics/applied statistics
- ✓ Submit to Shortlist Ratio of 84%
- ✓ Interview to Hire ratio of 39%- highest in the program.

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