

# Client case study: Investec

## Background

Investec is an Anglo-South African international banking and wealth management group. It provides a range of financial products and services to a client base in Europe, Southern Africa, and Asia-Pacific. Today, Investec employs more than 8,700 people worldwide and is publicly traded in London and Johannesburg.

Following discussions with the Head of Operations for Investment Banking in December 2020, Robert Walters was challenged to source a 12-month Fixed Term Contract for a Migration Project to bring the APAC Loan Book onshore. The project required a Loan Agency background, expert level LoanIQ knowledge and Deal Migration experience. The key was finding professionals with the breadth of lending experience, track record of success with past Loan Migrations and finding a suitable candidate with immediate availability.

## Solution

The Robert Walters operations recruitment team source candidates for operational roles across both the buy-side and sell-side within the Investment Banking and Investment Management market.

At Robert Walters, each consultant works in a specialised vertical within their discipline, we are equipped to very quickly identifying appropriate skills for the position in question. We have a deep understand of the positions we recruit for, looking at not only individuals doing a similar role elsewhere, but looking at transferable skill sets and cultural parallels where possible.

### Our key candidate sourcing strategies included the following:

1. Existing network: using the extensive Robert Walters CRM system, managed closely by each specialised consultant.
2. Referrals: working with vast professional network of top-quality operations candidates to develop the RW network and reach out to professionals we have successfully placed previously.
3. Headhunting: through sources including LinkedIn, careers sites and directly targeting appropriate professionals.

## Results

The Robert Walters team were successful in sourcing a shortlist of three suitable candidates who were all taken through to interview stage.

Given the scope of the **Operations' team** coverage, the team's challenge was to quickly identify an individual with the right level of experience. The Operations team were able to provide four profiles, three of which were called to interview and one of whom was offered the role over a 6-week time frame. This individual unfortunately backed out post acceptance but the team were then able to turn around one further option in the space of three days. This individual was ultimately the perfect candidate, with experience of delivering very similar initiatives at two other global institutions and was offered and accepted a few days later.

Not only did the team find a person with the experience Investec were looking for, but the candidate was almost immediately available and had a strong cultural fit for both the team and organisation.

A very strong knowledge of the candidate pool and good understanding of the clients' requirements meant the team managed to find a replacement within three days who ticked every box and exceeded client expectations in every aspect of the assignment.

"The Robert Walters team are highly personable; I would say a high touch service without unnecessary calls or messages. They immediately understood the brief and our requirements, from that point onwards they kept us to speed with progress. The team were also extremely honest and transparent all the way through the process which has created a lot of trust."

**Head of Operations for Investment Banking at Investec**