



Retained Search Case Study Banking – C-Level

A large banking client with more than \$100 billion in assets was in search of a C-level executive to help launch a new line of business with a quick turnaround time.

Stephen James Associates had previously worked with this client, successfully placing senior producers and management. As a result the client was aware our high level of ethics and confidentiality in conducting a search and working with candidates at the mid to senior exec level. After meeting with the client to get a full understanding of their needs and presenting them with a preliminary analysis of the candidate pool, Stephen James Associates entered into an exclusive retained search agreement with the client.

Based on our knowledge of the client and their needs, Stephen James Associates developed a customized search plan, and due to the highly specialized nature and confidentiality of the position, leveraged our resources on a national level to identify potential candidates.

Stephen James Associates then conducted all sourcing, screening and credential verification, as well as pre- and post-interview assessments with the client and candidates to ensure a successful placement, and a post-hire assessment to ensure that all expectations were met.

Since Stephen James Associates placed the candidate, the client has been able to expand this line of business nationally, resulting in an immediate and positive impact on the client's bottom line.

About Stephen James Associates

Stephen James Associates[®] is a professional recruitment firm that works relentlessly on behalf of its clients and candidates, cultivating an elite network of professionals in the fields of accounting and finance, banking, human resources, sales and marketing. An operating company of Allegis Group[®], the largest staffing company in the U.S, Stephen James Associates has an established presence in Florida, Kansas, Maryland, Massachusetts, Missouri, New Jersey, North Carolina, Pennsylvania, Virginia and Washington D.C. For more information, visit us at www.stephenjames.com.

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