

**AN HR SEARCH
IN THE FINANCIAL
SERVICES INDUSTRY**

Searches that require a precise culture fit are challenging.

Our client delivers financial services to wealthy individuals.

Our job was to find a Regional Human Resources Director who could not only provide support up and down the West Coast, but could also fill in when the Vice President of Human Resources took a maternity leave.

It was crucial that this person fit the organization's style...and that he or she was hired in time to take over before the baby came.

Our consultant had spent years in banking human resources management. She knows the financial services industry and she could recognize the style the client needed.

Being diligent, she tapped many different candidate sources.

- She direct sourced other financial institutions;
- networked with Wentworth Company human resources contacts including heads of human resources departments, outplacement professionals and professional association officers and executives;
- posted the job with Internet services;
- mined resumes on the Internet;
- poured through the Wentworth Company human resources resume files; and
- broadcast the position to Wentworth Company Consultants through our voicemail.

Casting a broad net worked. The final slate of candidates came from the local human resources association, referrals from outplacement firms and from postings on Monster.com.

The job was filled in six weeks. We measure client satisfaction on eleven dimensions. We exceeded the client's expectations on five of the eleven and met them on the remaining six. An even more important measure is this: our client is now on maternity leave, able to focus on her new family, not needing to worry about her job.