

# Case Study

## Group Financial Controller – Market Leading Challenger Bank



### Key Themes/Points

- We presented a high quality shortlist of 6 candidates within 5 weeks of commencing the Search, meaning our client was able to make an appointment a month earlier than they expected.
- We helped our client achieve its diversity objectives by helping them to appoint a female candidate from a shortlist that was 50% female and 33% BAME.
- We provided a cost effective pricing structure, based on a model of shared risk.



### CHALLENGE:

- Our Client was a privately-owned, market-leading challenger bank, that had recently completed a significant funding round.
- As a consequence of the organisation's rapid growth, there was a requirement to appoint a first-class Group Financial Controller with strong financial reporting, regulatory reporting and statutory reporting skills.
- Extensive experience in the Financial Services sector, combined with exceptional leadership and communication skills were also prerequisites, as there was a requirement for the selected candidate to be a potential successor to the CFO.
- Our client were also keen for us to present as diverse a shortlist as possible, with the end goal of ideally recruiting a female or a BAME candidate.

### SOLUTION:

- Using our extensive network to seek suitable recommendations, alongside our advanced research techniques, we identified a target universe of 280 candidates, 35% of whom were female and 25% of whom were BAME.
- 33 candidates were subsequently interviewed with a focus on the technical competencies of financial, regulatory and statutory reporting and the leadership competencies of people and stakeholder management.
- 6 candidates were shortlisted for the role within 5 weeks of commencing the Search, 3 of whom were female and 2 of whom were BAME.

### OUTCOME:

- A female Group Financial Controller was appointed to the role 9 weeks after commencing the Search.
- We were able to provide an agile approach to the Search and filter candidates quickly, backed by the infrastructure of our Research & Insight team.
- The selected candidate met all the clients requirements around reporting, technical competencies and people and stakeholder management.
- We offered our client a cost effective pricing structure, based on a small commencement fee and then the reminder fee on completion.

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