



Leading financial company fills critical business roles in remote locations at record speed

Compunnel's deep IT staffing expertise enables the client to fill vital niche IT roles for driving key projects

With the emergence of fintech, IT processes are increasingly playing an important role in the development of the BSFI industry, and the demand for individuals with a background that bridges the gap between what used to be two separate fields is increasing. First of all, this particular skill set is difficult to source as individuals with an understanding of both Finance and IT are a rare find. But in addition to this, they are also difficult to retain because of the highly competitive industry environment.





About Client

Our client is a US-based multinational bank with an extensive domestic and global footprint. The organization's service portfolio spans investment banking, capital markets, wealth management, sales, and trading. Its customer base includes individuals, enterprises, organizations, and governments.

Client Challenges

The client was unable to fill vital IT roles even with an MSP-driven Contingent Workforce Program including 18 suppliers in place. Compunnel was on-boarded by the MSP when the existing suppliers were unable to overcome the below hurdles.



Recruiting Cloud Security and DevOps positions at speed



High time-to-hire due to tough requirements



Filling the roles across remote locations in Utah and New York



Sourcing experienced candidates who could hit the ground running

Our Solution

Compunnel's dedicated staffing team developed a detailed Project Roadmap involving a three-channel sourcing approach that involved:



Utilizing location-specific recruitment teams

Two Quick Response Teams (QRTs) consisting of specialized recruiters were formed in Compunnel's Utah and New York offices



Employing JobHuk, our Online Recruitment Marketplace

The client's requirements were shared on JobHuk, which acts as an online independent recruitment network that matches recruiters with the relevant skill set to source candidates within specific industries.



Using iEndorseU, a proprietary Peer-to-peer Referral Platform

Compunnel was able to collect referrals from 680 IT professionals with banking industry experience.

Compunnel ensured that the job orders were only open to the 15% of JobHuk's independent recruiters who had a proven history of sourcing candidates with niche banking-IT skill blends. The profiles received from these recruiters were then filtered using Compunnel's proprietary Machine Learning algorithm to ensure a technical fit so that only 10% of the initial candidates were considered by the client.

The Results

Compunnel's systematic and technological approach to niche talent sourcing, combined with their coverage in remote locations, translated into big results for the client.

60+ Niche IT Specialists placed	24-48 Hours Average submission time	30% Reduction in Time-to-Hire	98% Assignment completion rate	Reduced time to fill from 50 days to 30 days	Optimum Compliance across processes
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Roles Filled

- Solutions Architect
- Data Scientist
- Database Architect
- Cybersecurity Engineer
- Network Architect
- DevOps Lead Engineer
- Security Solution Architect
- Lead Architect, Data & ML
- Project Manager – Scrum Master
- Senior Program Manager

Top Locations Served

- New York
- California
- Utah
- Maryland
- Georgia



About Compunnel

Compunnel Inc., founded in 1994, delivers bespoke staffing, full-time hiring, payrolling, SOW, and IT consulting solutions to diverse set of businesses & enterprises. Ranked by SIA amongst the Largest Staffing Firms in the US, Compunnel is transforming the talent supply chain through its technology-backed solutions. As a preferred choice of industry leaders, our passion is not only to connect our customers with quality talent, but we go an extra mile to provide customized support to our customers and help them meet their diverse talent needs.

Awards and Recognition



Connect With Us

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