

A tailored recruitment solution for Barclays Group



case study



Specialist recruiter Project Partners provides Barclays Group with business critical personnel that bridge the gap between the business and technology departments. Within 12 months, Project Partners has placed a significant proportion of Barclays' mid-to-senior level Business Change, Project and Programme Management contractors. Through a solid understanding of Barclays' business units and candidate requirements, Project Partners provides an effective service including a CV to interview ratio of 3:1 and an average time to hire of 3 days.

Barclays is an international financial services group engaged primarily in banking, investment banking and investment management. In terms of market capitalisation employed, Barclays is one of the largest financial services groups in the UK. Barclays has been involved in banking for over 300 years and operates in over 60 countries with more than 78,800 employees (UK: 58,000).

The Situation

In early 2004, Barclays went through a period of transition and rapid growth. They sought to enhance positive market perception, and in doing so, increase market share. This profile raising period included a re-branding and proactive marketing and PR activity. From a recruitment perspective, Barclays were actively seeking a high volume of specialist candidates, leaders in their respective fields, to take the organisation forward.

Introducing Project Partners

As niche players and specialists in the procurement of business technologists, Project Partners was initially engaged to fill a select number of roles that the PSL agencies were having difficulty sourcing. Barclays recognised both search and selection techniques were required to intelligently recruit the right staff, and a business partner with a dedicated focus within both financial services and business technology was essential. As a trial period, Barclays briefed Project Partners with the mandates for 8 different roles to ascertain whether they would be able to deliver. Subsequently, following the successful demonstration of the ability to source the right calibre of candidates, Project Partners were offered preferred supplier status.

Talent Delivered

Within 11 months, Project Partners has successfully placed 26 contractors within Barclays Private Clients, Barclays Bank, Barclaycard, Woolwich and Gerrards. By implementing a rigorous search and selection methodology and assigning a dedicated team to manage the account, Project Partners has been able to fill the majority of the roles assigned. Additionally, Project Partners' thorough understanding of Barclays' business and the calibre of candidate required has resulted in an outstanding CV to Interview ratio of 3:1.

Project Partners has provided a quick and effective service. From receipt of the job specification, Project Partners typically fill the vacancy within 3 days.

Another significant proportion of the work assigned is based around compliance with regulatory roles for Sarbanes-Oxley and Basel 2.

The successful partnership between Barclays and Project Partners has resulted in a marked increase of direct enquiries from candidates within the market who have heard about the efficient placement process, and who wish to be placed with market leader, Barclays.

The On-going Focus

Now a preferred supplier for the Barclays Group, Project Partners manages a variety of roles ranging from Senior Programme/Change Managers to Compliance and Risk Personnel. The strength of the relationship has been built upon an honest and proactive approach. The relationship has grown predominantly from internal referrals across resourcing and clearly demonstrates that Barclays are satisfied with the service provided.

Barclays now engage with Project Partners and sister company Target Partners who have both demonstrated value-added innovative resourcing. The specialist market knowledge within each division has meant that Barclays can be confident that the best candidates on the market are procured for every position. The next steps are to maintain the momentum and continue to support Barclays in their ongoing search for the best candidates, and in so doing, maintain Barclays position as one of the leading financial services groups in the world.

“ Project Partners understand their candidates and build strong relationships. This is rare in recruitment today. ”

Resourcing Manager
Barclays Bank plc

For further information please call our dedicated consultants

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