

Client case study: ABN Amro

Robert—
—Walters

Background

ABN Amro Clearing Bank sought to hire a Global Head of Compliance, a key leadership role based in London with multiple reporting lines, including direct reporting into The Netherlands. This hire was a replacement for an individual previously based in The Netherlands, with the goal of attracting top-tier talent in London.



The recruitment process involved collaboration with the Executive Search team in The Netherlands, alongside HR and the Chief Compliance Officer (CCO) locally in London. This marked the start of a new relationship between Robert Walters and ABN Amro, requiring alignment across international teams and expertise in global hiring dynamics.

Approach

Robert Walters implemented a strategic and collaborative approach to ensure success:

- **Educating stakeholders:** Provided insights into the London talent pool, compensation benchmarks, market trends, and cultural fit considerations while highlighting Robert Walters' global reach.
- **Market mapping:** Conducted detailed analysis of active and passive candidates within the London market.
- **Targeted headhunting strategy:** Leveraged networks, sought referrals, and executed focused headhunting efforts to engage high-performing professionals not actively seeking opportunities.
- **Candidate assessment:** Personally interviewed shortlisted candidates to evaluate technical expertise, interpersonal skills, and alignment with ABN Amro's requirements.
- **Comprehensive recruitment process:** Presented a shortlist and supported candidates through multiple interview rounds, including psychometric assessments conducted via video conferencing and in-person meetings.

Results

Two strong finalists were shortlisted following a search across the London market and a multi-stage interview process involving stakeholders in both London and The Netherlands. One candidate was successfully appointed as Global Head of Compliance.

The selected candidate demonstrated technical expertise across global compliance and regulatory frameworks, as well as the leadership skills required for a senior, international role. They met all technical and interpersonal requirements, showing the credibility and communication skills needed to work effectively with senior stakeholders across locations.

Testimonial

It has been a pleasure working together with Emily on this important role. Given the fact that this was a very particular role and the combination of requirements was very specific, I was very happy with the speed and professional approach with with Robert Walters, and more importantly Emily performed in this process. She immediately understood what was needed and she managed to present very qualified candidates very quickly. She ran the overall process very well and managed both my interests as well as the interests of the candidates in a very solid way. All in all, I would highly recommend her for similar type of profiles.

- Joost Beckers, Head of Executive Recruitment