

# Client case study: Deutsche Bank

## Background

Robert Walters was approached by Deutsche Bank to act as an exclusive recruitment partner for an initial pilot project for 40 temporary roles based in Birmingham.

Following the success of the pilot project, Robert Walters since moved on to develop a long-term partnership with Deutsche Bank in the Midlands as the sole recruitment partner for a large-scale migration project for over 1500 roles across a variety of sectors. These included financial services, legal, accountancy & finance, IT, secretarial and support, on both a permanent and contract basis.



## Solution

Robert Walters undertook a recruitment process outsourcing project with Deutsche Bank and set up a dedicated Deutsche Bank recruitment team. The Robert Walters team worked as a true recruitment partner and invested a huge amount of time getting to know the business, learning about the culture, the specific business sector and the technical aspects of the roles they were recruiting for.

The Robert Walters team were responsible for managing the entire recruitment process, ranging from the attraction and advertising strategy, managing the interview and offer process through to providing MI data, salary benchmarking and screening/referencing checking. Robert Walters delivered a diverse recruitment strategy that included database searches, headhunting, bespoke advertising and referrals, all of which drove the success of the campaign and the ability to overcome the challenges of finding high quality candidates in a relatively small pool of local financial services candidates.

“Robert Walters operate in a highly competitive environment, and consistently delivered in terms of the calibre of candidates they submitted and their results in terms of conversion of interview/offer. Their hard work and effort was greatly appreciated during the migration of a number of technically challenging roles to Birmingham.”

**Head of Resourcing. Deutsche Bank**