

## CASE STUDY



# INTERVIEW WITH CHIEF OPERATING OFFICER OF A SUPER-COMMUNITY BANK

## CHALLENGE

In an effort to take their Trust and Wealth Division to the next level through exceptional customer service and enhanced business development, one of the top Super-Community banks in the country, over \$25bn in assets and ranked at top of their class in performance, needed to identify an elite Wealth Management Executive to lead this expansion.

## SOLUTION

Client engaged The Anderson Search Group because of their extensive network of Private Wealth Management Executives across the country to find the ideal candidate matching an extremely specific search criteria and also able to relocate to their headquarters.

## RESULTS

Due to an aggressive canvassing of talent and surgical qualifying, The Anderson Search Group was able to identify, qualify and present the ideal candidate well within the desired timeline.

### **Tell us about your hiring situation within the Trust/Wealth Division prompting you to reach out to The Anderson Search Group?**

We needed to perform a national search for a senior leadership position within our Trust & Wealth Management team. The initial assignment then transitioned to a search for a new managing director.

### **In your opinion, what made this search so difficult?**

The assignment shifted over time so it required agility – the ability to pivot and adjust to changing conditions. All searches are very difficult in the current environment.

### **Talk to us about the urgency of the search?**

The resignation of a key individual created sudden urgency.

### **Why did you choose The Anderson Search Group?**

We had past success with TASG and that was why we selected TASG for this assignment.

### **What does it mean to you to have a reliable recruiting partner specializing in commercial banking and private wealth and also understands your culture?**

This is the most challenging environment in my lifetime for talent management. It is imperative to have partners who understand that it takes more than checking boxes on resumes to find candidates who will be a good fit for the long term.



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## ABOUT THE ANDERSON SEARCH GROUP

Your institution needs a firm with a network able to bypass the unqualified, most available candidates and get to the passive, top performers. Let The Anderson Search Group be your advocate. Let us tell your story to the market's elite talent.

**The most qualified commercial bankers and private wealth executives are not surfing the job boards and applying online.**

Our firm specializes in placing elite talent and top performers in the commercial banking and private wealth arenas.

We have cultivated relationships with the most talented players in the field: commercial banking and private wealth executives who have proven track records for building top revenue generating portfolios of business and deep centers of influence in their respective markets.



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