

CASE STUDY

Interview with \$14 Billion
Bank Executive –
Robert Perfetto, Human
Resources Manager, SVP



CHALLENGE

The financial institution faced a challenging search for a senior professional with broad experience in product development across multiple banking sectors. The ideal candidate was expected to come from small to mid-sized banks, which limited the talent pool and made relocation difficult. The search had already been open for months, with urgency growing as it approached the 4Q and a team awaited leadership and strategy.

SOLUTION

The Anderson Search Group leveraged their expertise in banking recruitment to conduct a national search, developing a pool of candidates with the necessary skills and cultural fit.

RESULTS

Through precise candidate qualifying and aggressive outreach, The Anderson Search Group identified the ideal professional to fill the role. The selected candidate brought a strong background, was excited to take on leadership responsibilities, and aligned well with the institution's culture. The search was completed efficiently, ensuring the team had the leadership needed to move forward.

Tell us about the hiring situation within your financial institution prompting you to reach out to The Anderson Search Group.

We had an extremely difficult role to fill that required a heatmap nationally of the talent pool available and within our compensation structure. Given my past experience with The Anderson Search Group that resulted in a robust pool of highly qualified candidates my first call was to Amanda Jones at The Anderson Search Group.

In your opinion, what made this search so difficult?

The requirement of the role required the incumbent to have a wide breadth of experience across many sectors of the banking industry specifically related to product development. The pool of candidates for a role like this typically comes from small to mid sized banks which limits the pool of candidates and who are very hard to move when you do find an ideal candidate.

Talk to us about the urgency of the search.

The search was open for a few months prior to engaging The Anderson Search Group partners which made their mandate even more pressing given it was going into the 4Q of the year. Like most searches time is of the essence and this role exemplified this, given that there was a team of employees needing leadership and a clear strategy set going forward.

Why did you choose The Anderson Search Group?

The Anderson Search Group is very deliberate in the process from the outset which includes the in-take process, developing and screening a pool of qualified candidates to closing the candidate. The Anderson Search Group is tenacious in their approach and understands how to market the bank and close candidates.

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

The Anderson Search Group takes the time to learn about the bank's culture and value proposition which is essential to finding the right profile of a successful candidate.

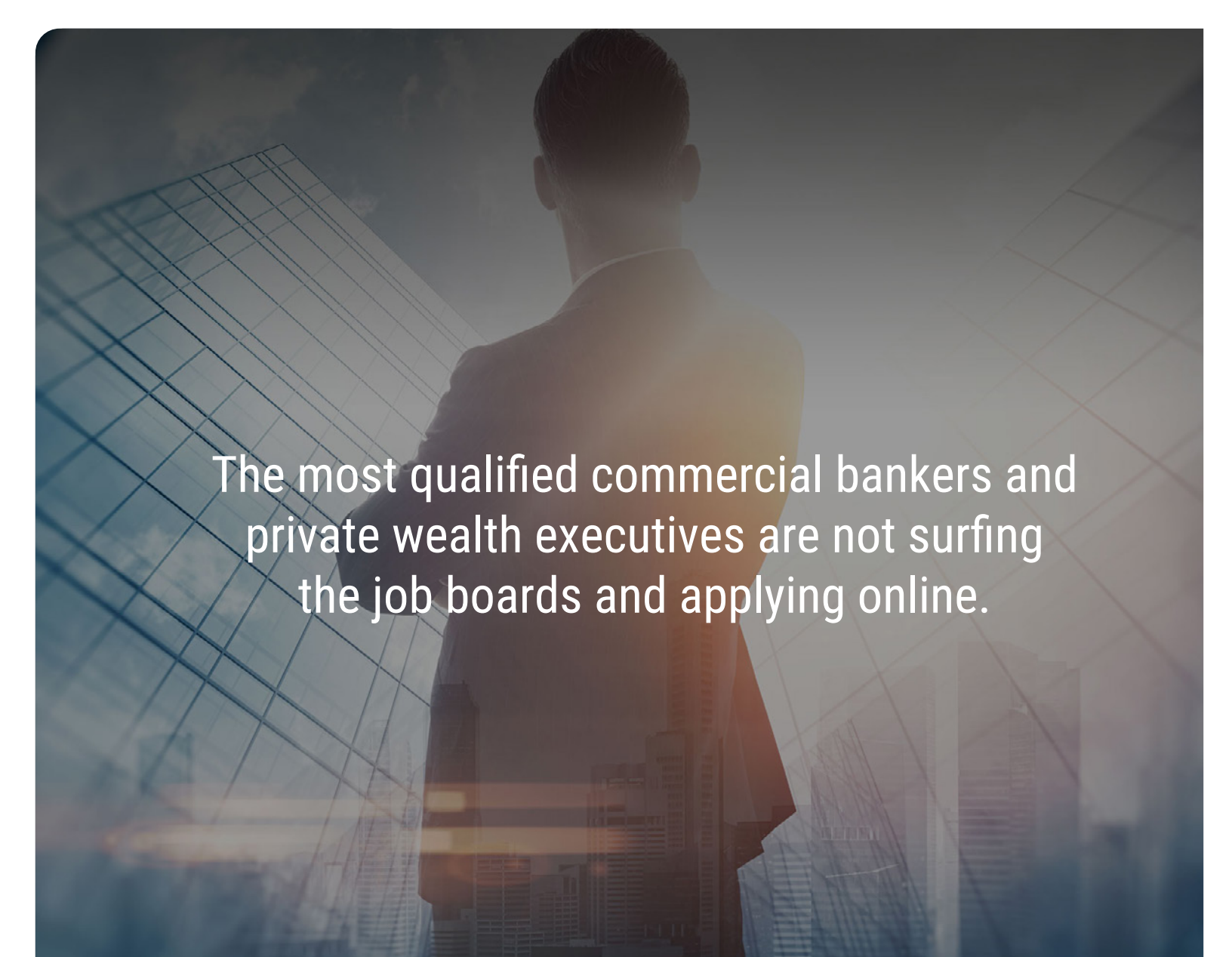


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The most qualified commercial bankers and private wealth executives are not surfing the job boards and applying online.

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.

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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