

“TalentFusion has been fantastic to work with on a very large and complex hiring project. I would highly recommend TalentFusion to anyone.”

—J.F., Recruiting Manager; Wells Fargo

Business Challenge:

Wells Fargo was under a rigid timetable to recruit and hire 20 Compliance Managers in their Consumer Credit Group (CCG), by March 31, 2005. Adding to the pressure of an already aggressive goal was a mandate by the Office of the Comptroller of the Currency (OCC, www.occ.gov) to meet this deadline or face potential fines and penalties. With the recruiting department already under significant workload they needed a scalable, proactive, cost-effective solution that could source, recruit, and prescreen quality candidates into their hiring process. Historically they would engage multiple contingency firms to help close the gap at significant costs and unpredictable results.

Solution:

TalentFusion was selected as Wells Fargo’s Selective Recruitment Outsourcing partner and was charged with the mission of aggressively and proactively sourcing and recruiting quality candidates to help hire the 20 openings in compliance prior to the OCC deadline.

TalentFusion implemented its proprietary project management recruitment methodology, TalentPath, to help Wells Fargo meet its very aggressive hiring needs. In a matter of days TalentFusion’s RCOE (Research Center of Excellence) built proprietary data and lists of hidden talent for its delivery team of recruiters to proactively call, recruit, and prescreen.

On a daily and weekly basis TalentFusion submitted pre-qualified resumes and prospective candidate data exclusively to Wells Fargo. Weekly status calls with Wells Fargo recruiting and hiring managers were conducted and TalentFusion PSR’s (Project Status Report) were provided each week allowing Wells Fargo to have 360° visibility and situational awareness into specific metrics and TalentFusion’s activity, results, and market intelligence.

Results:

Total CCG hires through TalentFusion:	20
Total spend:	\$110,000
Project Cost per Hire:	\$5,500
OCC Deadline:	Completed ahead of schedule

Strategic Value:

TalentFusion continues to provide strategic recruitment value to Wells Fargo. Utilizing TalentPath, our research and direct sourcing-centric methodology, we are able to source, identify, recruit, and delivery high caliber candidates that Wells Fargo would otherwise not have access to. Delivering our services in a time and materials model allows our clients significant savings over traditional models (contingency, retainer) and provides for a variable cost structure.

PROFILE

Industry

Banking & Financial Services

Wells Fargo is the fifth largest bank in the U.S., and operates about 3,000 bank branches. Services include retail and business banking, investment management, venture capital investment and international trade activities. Annual sales in 2004 was nearly \$34B and net income of over \$7B.