



*Close Collaboration in designing a 'go-to-market' for Partner Hiring*

## Client Executive Summary



### Company Profile

- Intellect Design Arena Limited (IDAL) a Polaris Group Company, is a global Software provider dedicated solely to the Banking and Financial Services and Insurance Space.
- The business Has over 2,000 employees across 30 countries, with cutting- edge products driving value in over 250 financial institutions.
- Specialties: Core Banking, Transactions Banking, Insurance, Consumer Banking, Digital Banking and Risk & Treasury.
- An underlying emphasis is placed upon account penetration with core business and expansion into new financial services verticals across the Global Transactions Banking, Risk and Treasury and Consumer Banking Space.

### Engagement Objectives

- Partner with Global Sales Head to establish a strategic hiring plan for market entry
- Prepare an employee value proposition (EVP) to partner level hires
- Seek and secure market leaders with an appetite for and track record in client origination and growing Product lines of business

### Services Breakdown

- Executive Search
- Middle Level Hires
- Strategic Workforce resourcing



- Market Search and Payroll Services in new markets

## ITCC Solutions Offering

- Target 4 strong potential hires with target sectors Technology, Digital, Retail, Risk and Payments.
- Full Executive Search methodology Engaged
- Rapid Deployment of a team of 3 engaged locally , with offshore research support in CIS
- Talent mapping key competitors utilizing data mining

## Results

- Competitor and industry side market mapped
- Designed and Implemented in an aggressive to-to-market
- 33 Partner submission, 27 Partner interview requests (90%)
- Breadth of candidate sources greater than client had previously experienced
- Partners hires in Retail, Digital, Risk and Consumer Banking space across the following countries: United Kingdom, Dubai, Saudi Arabia, South Africa, Kenya, Turkey, Egypt, Qatar, Kazakhstan, Spain, Austria, CEE

## Partners Hired

- UK – Head of Program Transformation for one of the key client within the Wealth Management.
- Middle East/Dubai: Cluster head /Vice President ( core banking)
- Middle East/Dubai: Head of Digital Banking (VP level)
- Turkey: Country Manager, SVP
- Kenya/Nairobi: Country Manager/SVP
- Saudi Arabia: Business Development Manager/Global Transactions Banking/Core banking
- Egypt/Cairo: Sales Manager ( Global Transactions Banking)
- South Africa/Jo'burg: Country Manager and Key Accounts/SVP
- South Africa/Jo'Burg: Senior Account Manager
- South Africa/Jo'Burg: Senior Pre-sales, Risk And Treasury Focus
- Kazakhstan/Almaty; Regional Sales Manager, Global Transactions Banking
- Spain: Cluster Head/VP Level Italy, Portugal Spain (Global Transactions and Payment)
- Austria: Cluster Head/SVP level: Austria, Germany, Switzerland ( Core banking and Transactions)



- CEE: Cluster Head/SVP Baltics and Eastern European Countries ( GTB, RTM)

Get in touch with our Practice lead to discuss any of the previous success stories and how we may be able to assist your business growth globally.

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