

## Sourcing the Very Best Financial Services & Legal Talent for the Caribbean & Bermuda



### Our Unique Talent Acquisition System

Finding top talent is difficult for many employers. Deciding whom to hire – and how to find them – are perennial issues for firms and institutions on the Islands.

Hamilton Recruitment has developed the *Offshore Professional Talent Acquisition System*® (OPTAS) to meet this challenge.

Our patented system is the only bespoke one in the market that comprehensively addresses the specific hiring problems of employers in the offshore Financial Services & Legal market.

Sourcing globally, using local knowledge together with a combination of advanced 24/7 proactive recruitment techniques, partnering with Hamilton Recruitment makes sure you access the Top 20% of professional talent you need in the Caribbean & Bermuda region.



## Challenges for Employers When Hiring

There are many recruitment challenges facing employers on the Islands:

### ⚠️ Best match

- You have to be absolutely certain that shortlisted candidates are a precise match for your brief. This is fundamental to your business' success
- Candidates must pass the key 'Island fit' test so ensure they adapt well to expatriate life
- New hires need to be an excellent match for your organisation culturally
- Satisfying these criteria is key; we all know that a bad hiring decision is costly

### ⚠️ Scarcity of talent

- Put simply, there isn't enough exceptional talent to go around. And when you find them, sometimes it feels as though they disappear just when you need them most
- The answer to the problem of scarcity is a larger talent pool. Prospects can then be filtered based on their skills, location, remuneration expectations and interests. However, this isn't easy: it takes market knowledge, tenacity, know-how and funding
- Talent doesn't stay still. You need to be active all the time, on every available sourcing channel, reaching out both to active job-seekers and passive prospects
- Inaccurate data, conflicting candidate and hiring manager availability, and historically low unemployment often combine to make securing suitable talent a time-consuming and frustrating process

- When important roles are not filled because you can't find the right people, you have to consider what the effect is on your company
- How many top performers are you missing out on? And what effect does a failure to find the right new people on time have on overworked colleagues or yourself?

## ⚠️ Cost effectiveness

- Internal recruitment methods often have limited success due to competition for scarce talent between employers, and the increasing cost of modern hiring tools, particularly since sufficient resources are rarely allocated to this important function
- Building a proper database of current or potentially interested candidates is a lengthy process, as well as being expensive to create and maintain
- Reaching out to prospective candidates who are no longer interested or not suitable for your vacancy represents time and effort wasted
- The use of contract staff to provide last-minute cover for unfilled positions is expensive

## ⚠️ Speed of response

- In a tight labour market, top talent doesn't hang around. One minute they are there, the next minute they're no longer available
- If you don't already know the right people to contact – or act too slowly – you miss out
- Not moving fast enough to hit hiring deadlines costs, and hurts team morale

## Traditional Methods Don't Work Anymore

The fact is that the traditional recruitment model is broken. Whether you're handling recruitment in-house - perhaps working with dual responsibilities - or using external help to find Financial Services & Legal professionals, the basic process is exactly the same, and so are the reasons why it no longer works. It's a perfect storm, which is why you'll benefit from our unique solution.



First, let's examine the reasons why the current system is broken.



## ⊘ Posting your own job adverts

- Whether you're advertising in the offshore press, LinkedIn and/or traditional jobs boards, the 'post and pray' model rarely delivers. There's usually an inadequate number of suitable responses amongst the noise of random enquiries, with wildly varying quality of applications, most of whom turn out to be a poor cultural or Island fit

## ⊘ Searching jobs board databases

- The information on jobs boards is frequently out of date, presenting you with candidates who are no longer looking and/or a poor fit for your firm's needs. Boards also only offer current or previously active job-seekers, meaning you miss out on candidates who may not be actively seeking a role yet who might be interested in joining your company

## ⊘ Using preferred suppliers

- Recruitment agencies on your Preferred Suppliers List working on commission are incentivised to focus on easy-to-fill openings. This is because they're competing against other agencies, with no guarantee of being paid anything for the time they invest. So they cherry pick roles, making it unlikely your vacancy will get the attention you want
- Most search agencies have access to exactly the same jobs boards. These are made up of the most available – but not necessarily the best qualified – candidates. You either risk ending up in a bidding war for the best talent or being presented with candidates that everyone else has rejected

## ⊘ Building your own database

- If you've ever tried to build your own talent community database, you'll know it's not a simple project. The database typically ends up being a spreadsheet of *formerly* active job-seekers, who once applied to you in the past. The world moves on and you're unlikely to remain 'front of mind' for long. Career focus and skill sets change too, meaning that CVs in your database today are no longer necessarily accurate or useful tomorrow

## We Have a Bespoke Solution

Our solution focuses exclusively on sourcing professionals for the Caribbean & Bermuda region. It has been designed to solve these challenges. This means you gain access to a greatly improved range of high-quality candidates. Most recruitment firms tend to engage with at most one third of the candidate market. By working with Hamilton Recruitment and utilizing our unique approach, you'll access the Top 20% of staff you're looking for.

💡 **Our patented Offshore Professional Talent Acquisition System® involves 7 steps:**

1. Obtaining a precise understanding of your brief for the position
2. Evaluating your specific needs, identifying your ideal candidate profile, using our specialist knowledge of the offshore market
3. Digitally mapping the target candidate market using our proprietary approach
4. Approaching suitable prospects, screening for suitability, interest in the role and Island fit
5. Presenting a select number of targeted candidates as a short list for your consideration
6. Facilitating interviews by coordinating schedules with your own team
7. Providing candidate support throughout the interview and acceptance process, including navigating through the offer, remuneration, start date and relocation stages

Here's the ideal candidate profile:



As a result of our unique OPTAS® system, Hamilton Recruitment enjoys a **96% success rate** when it comes to candidates staying on beyond their first year of hire, reducing your risk of a bad hire.



## Reach Candidates You're Missing Out On

We have access to 80% – and rising – of the offshore talent pool and selected key onshore jurisdictions favoured by our clients. Typical recruitment agencies without OPTAS® are lucky if they reach 30% of the market. See how this translates into who you're missing out on:

<u>SECTOR</u>	<u>KEY TALENT POOL</u>	<u>TYPICAL AGENCY</u>	<u>USING OPTAS®</u>
<b>Audit, Advisory &amp; Accounting</b>	<i>5,648</i>	<i>1,694</i>	<b>4,518</b>
<b>Legal &amp; Trusts</b>	<i>4,136</i>	<i>1,240</i>	<b>3,308</b>
<b>Insolvency &amp; Restructuring</b>	<i>1,616</i>	<i>485</i>	<b>1,292</b>
<b>Actuaries</b>	<i>1,104</i>	<i>331</i>	<b>883</b>

## About Hamilton Recruitment

Established in 1998 and privately owned, Hamilton Recruitment is a recognised leader in recruiting qualified Financial Services & Legal professionals to work in the world's leading offshore financial centres such as Bermuda, the British Virgin Islands, the Cayman Islands and the Channel Islands.

Managed by specialists who have lived and worked offshore, we provide a personalised and highly professional service by matching your recruitment requirements with the best candidates on the market. Our client portfolio includes a wide range of offshore organisations including Banks, Funds, Insurance Management companies, Offshore Magic Circle law firms, Trusts, boutique Insolvency Practitioners, Regulators and the Big Four accountancy practices.

## We'll Save You Time & Money

- Access a vastly improved range of high-quality candidates, leading to better candidate retention. We presently have 25,000+ professionals registered in our talent community
- Candidates are fully qualified, making them eligible for work permits, and properly screened, ensuring they're the best Island fit
- Due to our thorough approach, we enjoy an outstanding 96% quality of hire success rate
- We understand the offshore employment market and have a global reach
- We only submit candidates who match your brief, saving you time
- Your vacancies will be seen by candidates who are both on and off the jobs market
- We'll act fast if your vacancy is urgent



## Hamilton Recruitment | The First Choice for Offshore Professionals

[Click Here to Book a Discovery Call](#)

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