



The Intersect Group Center of Excellence Partners with Mid-Sized Regional Commercial Bank to Deliver Critical Talent for a New Data Warehouse Team

OVERVIEW

A mid-sized regional commercial bank headquartered in the Greater Dallas Area – an existing client of The Intersect Group for over four years – was looking to build out a newly created data warehouse team. Learn how [The Intersect Group's Business Analytics Center of Excellence](#) delivered critical new team members on time and ahead of the competition by tapping into expert CoE resources to define job requirements and source and screen the best talent for the team.

SOLUTION

- The Intersect Group's Business Analytics Center of Excellence provided critical analytics expertise and credibility to assist the client in ultimately determining the job requirements.
 - A template of customized, quality screening questions and workflow was established to best assess the talent that was needed.
 - TIG was able to better understand the client's data and analytics needs and requirements, digging deeper into what was really needed and articulating those requirements to the recruiting team who then had a better idea of what the client was looking for.
- TIG recruiters utilized a 'sell and compel' strategy to share the bank's ultimate goal of bringing people on full time versus purely for short-term contract work; they also shared the IT team's commitment of being product focused versus project focused to entice top talent to consider employment with the bank.





“One of the ongoing challenges trending in IT right now is finding competent data and analytics resources. Data and analytics is still a booming area within IT, and many IT departments are trying to keep up with the demand. This client’s approach to staff these individuals for the long-term was intentional because these are hard-to-find resources that can’t necessarily be developed through internal training.”

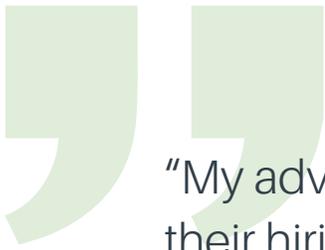
MATT BEYER,

Director of Business Analytics, The Intersect Group

“This client was looking for ways to reduce knowledge loss, as they had previously faced challenges and progress setbacks due to consultant turnover. The prior use of contingent talent had been very short sighted. With a revamped emphasis on contract-to-hire and product alignment versus project focus, they are now in a better position to hire and retain in-demand technology talent. As a result, in addition to providing product line expertise, consultants are delivering additional, longer-term value to the organization.”

NATHAN BAKER,

Client Director – Technology, The Intersect Group



“My advice to companies facing similar challenges in their hiring of IT resources is to make good long-term decisions about the right mix of full-time employees and contractor talent, especially in the area of data.”

Enterprise Information Manager, Mid-Sized Regional Commercial Bank

RESULT



The Intersect Group successfully placed four candidates on the newly created data management/data warehousing team within the bank.

- TIG placements accounted for 80 percent of the newly formed team.



Initially, the client was working with TIG and one competitor to fill their open data management positions; however, before the competitor submitted any candidates for consideration, the hiring manager had already interviewed and selected three TIG resources.



After demonstrating in-depth expertise in data, TIG was awarded additional job requisitions with other teams within the bank.



Over the course of the relationship (4+ years) with the client, TIG has placed over 20 candidates within the business intelligence and data management functions and a total of over 140 consultants.



About the Intersect Group

Founded in 2006, The Intersect Group is part of the MSouth portfolio of investment companies and operates in Atlanta, Charlotte and Dallas. Specializing in the recruitment of technology and finance and accounting professionals, The Intersect Group provides clients with the means of finding the best talent on the market.