
COMPANY PROFILE: SMOSHABANK

Shmoshabank is a financial institution in the US and Canada with ~10,000 employees.

ORGANIZATION STRUCTURE

- Two money making business lines: capital markets and corporate banking
- Capital markets and corporate banking each have their own technology department to support them
- There are also HR, risk and audit, and marketing teams
- Within HR is a recruitment team which oversees all talent hiring for Smoshabank

RECRUITMENT

Shmoshabank hires about 1000 employees each year. Each department has its own “ideal hire” traits which they look for. A summary of the hiring split as well as ideal hire traits for each department is shown below.

- 200 capital markets
 - Articulate, driven, attention to detail
- 160 corporate banking
 - Attention to detail, driven, articulate
- 300 technology
 - Problem solving, innovative, attention to detail
- 100 HR
 - Strong interpersonal skills, articulate, attention to detail
- 80 risk and audit
 - Problem solving, analytical, attention to detail
- 160 marketing
 - Strong interpersonal skills, articulate, innovative

The recruitment team has been having trouble screening for personality traits like those above through the use of online applications. Although they have a \$350,000 annual budget for sponsorship events where the recruiters go to meet potential candidates, half of all hires come directly through online applications, where personality is assessed via an in-person or phone interview.

The recruitment team currently has \$700,000 budget for their recruiters' salaries. They have 10 recruiters with an average salary of \$70,000. **However, they have been granted an additional \$175,000 budget to put towards a technology solution to help with their recruitment process.**

THE OBJECTIVE

You represent Shmoshabank's recruitment team. Your goal is to obtain a technology solution to help with talent acquisition within the \$170,000 budget.