

Case Study: IFC (International Finance Corporation)

Highlights

- Retained to deliver a comprehensive 'candidate development' service – an extensive talent pipelining exercise to identify 120 potential candidates for IFC (part of World Bank Group)
- Identified and engaged prospective candidates in the international development, emerging markets and investment world with the opportunity to join their new Upstream Division
- Tasked with attracting potential candidates to relocate to challenging locations across Latin America, Eastern and Central Asia, Sub-Saharan Africa and Asia Pacific
- Niche, newly conceived roles with very limited marketplace comparables
- Dealt with the added complexity of undertaking this exercise as the COVID-19 pandemic took hold globally, adding to candidate anxiety about a move and/or relocation
- Produced a comprehensive, pre-screened, suitably qualified and motivated longlist of 120 candidates within a 10-week timeframe from contract signature

The Objective:

As part of the IFC 3.0 Upstream recruitment programme, Berwick Talent Solutions (BTS) were engaged and retained as the partner of choice to identify, attract and engage. Qualify 120 senior international development investment officers with significant experience of working at policy and regulatory level within infrastructure and financial institutions development; this included the identification of candidates in extremely niche areas such as Islamic Finance, Wastewater, Climate and Digital Finance.

The Remit:

The new IFC upstream strategy, aimed at proactively identifying bankable transactions across infrastructure (including transport) and financial institutions; requires candidates with the ability to take a systematic approach to understanding the regulatory and legal hurdles that prevent the flow of private capital into productive investment. As newly conceived roles, there were a myriad of candidate demographic possibilities. We were mandated to deliver a candidate development project across multiple global locations in APAC, LatAm, Eastern and Central Asia, Africa and Eastern Europe; which spanned the identification, outreach, assessment and presentation of 120 prospective candidates, without the use of advertising.

The Solution:

BTS mobilised a team immediately, leveraging internal sector expertise to execute a well-structured proactive search, working closely with IFC stakeholders to ensure successful delivery. We identified a diverse pool of prospective candidates, with experience of working at policy level, ensuring representation from ethnic minorities, females and other underserved groups. We leveraged existing networks and sources and LinkedIn Recruiter to identify several hundreds of potential candidates. We conducted pre-screen interviews, scoring each individual on suitability and motivation levels, presenting IFC with a weekly rolling submission of candidate reports and CV's; this culminated in the production of a final report outlining key information on 120 candidates. The ongoing recruitment process was then adopted by IFC. To date there have been over 10 successful hires, meaning that the cost per hire for this exercise was more economical than several individual searches. This critical and complex project was completed successfully within 10 weeks.