

Fill Your Specialized Financial Services Roles *Fast*

A Flexible Approach to Recruit for the Future of Work

Hiring Priorities Continue to Evolve

The finance industry is evolving to bring differentiated customer experiences to the forefront while navigating new fintech partnerships, global mergers and acquisitions, blockchain, and cyber risk management. HR professionals must focus sharply on their workforce to keep pace.

In 2018, the median cost per hire was highest in the financial services sector at \$3,115, nearly double the average across all industries.¹

Current State of Hiring in Financial Services

The industry is top heavy, with only four roles falling below the industry average time-to-fill.

EASIEST-TO-FILL FINANCE ROLES	
ROLE	TIME TO FILL (DAYS)
Tellers	31
Customer Service Representatives	39
Claims Adjusters, Examiners, and Investigators	42
Securities, Commodities, and Financial Services Sales Agents	43

HARDEST-TO-FILL FINANCE ROLES	
ROLE	TIME TO FILL (DAYS)
Financial Analysts	66
Software Developers	66
Computer Programmers	65
Web Developers	65

The average time-to-fill for employers across all industries using the iCIMS platform in 2018 was 43 days, compared to the 47-day median found in Deloitte's research of U.S. employers.²

BENCHMARKS (AVERAGE)				
	2016	2017	2018	
Applicants per role	29	29	29	In 2018, finance employers received the same number of applicants per role as in the two previous years, yet time to fill increased by two days, likely based on the harder to fill positions.
Time to fill (days)	44	44	46	
Contingent/part-time hires	17%	16%	14%	
Female hires	42%	42%	43%	
Male hires	58%	58%	57%	

1-2. Deloitte Consulting LLP/ Robin Erickson, PhD, Ben Carroll, Raju Singaraju- Talent Acquisition Benchmarking: Top 5 Findings, 2018

Employers must shift their approach to fill newer, difficult-to-fill roles. Help your team compete for highly-skilled talent to drive customer retention, brand presence, and revenue with support from modern recruitment technologies.

How to Stay One Step Ahead

Maximize passive interest with dedicated talent pools

- Anticipate demand to connect with skilled talent before a job opens
- Differentiate outreach based on career interest and hiring types
- Attract tech-savvy talent 24/7 through text outreach
- Track engagement to focus efforts on passionate candidates

48% Nearly 40% of applicants now apply via a mobile device, compared to only 20% in 2016.³

Convert qualified applicants with your career site

- Make your career site easy to navigate
- Immerse job seekers in your values and their benefits
- Target job descriptions to attract specific skill sets
- Be found quickly and easily in a job search

4x iCIMS' analysis of the top talent sources for financial services companies found that in 2019, third-party job boards and employer career sites drove a similar quantity of applicants, but the **career sites were responsible for 4x as many hires.**⁴

Make hiring decisions based on more than just a resume

- Prioritize screening for competencies and potential rather than for years of experience
- Screen for essential soft skills required for innovation
- Verify background and credentials before an offer, especially for high-exposure roles

20% Of all jobs opened within the financial services industry in 2018, the hardest-to-fill received double the applications per opening than non-specialized positions. Therefore, the challenge ahead isn't to attract applicants, but rather to combat the skills gap to find quality candidates.⁵

3. iCIMS, Internal System Data (January - August 2019) 4. iCIMS, Internal System Data (January - August 2019) 5. iCIMS, Internal System Data (January - August 2019)

Arm Your Team with the World's Leading Talent Cloud

Many employers hinder their own productivity with stock talent modules included with their HCM. What they may not stock talent modules included with their HCM.



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The Talent Cloud



Talent Powers Transformation

iCIMS is the talent cloud company that empowers organizations to attract, engage, hire, and advance the right talent that builds a diverse, winning workforce. iCIMS accelerates transformation for a community of more than 4,000 customers, including a third of the Fortune 100, that employ more than 30 million people worldwide.

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