

SUCCESSFUL IMPLEMENTATION OF A LARGE SCALE DIGITAL TRANSFORMATION PROGRAMME

In November 2014 Sanderson were contacted by the Head of User Experience and Head of IT at St James's Place Wealth Management, a FTSE 100 company with £52bn of client funds under management. They were undertaking a £10 million digital transformation programme and wanted to hire an experienced team of contractors in a short time frame. The team had the following business objectives:

- To implement SCRUM and start change the transformation life cycle from typical waterfall style to Agile.
- To develop mobile and tablet applications that could be better utilised by their IFAs.
- To improve the usability and customer experience of their internet portal.

Alongside this, St. James Place were keen that Sanderson engage in a bespoke permanent recruitment campaign to backfill in 6 months time and fulfil a need to hire permanent Agile Business Analysts

THE SOLUTION

Sanderson place a huge importance on face to face recruitment solutions. Our initial approach was to arrange an onsite meeting to discuss requirements and agree a project plan.

Our first challenge was to find a Programme Manager to be responsible for leading this transformation, recruiting the team and managing the budget. Within a week we had an offer accepted for the role utilising a known resource. After placing this role the rest of contract team followed and all started within the agreed 4 week timescale. The toughest contract role to recruit was the Business Analyst's as this skill set is in high demand. With this in mind, we were particularly pleased to help secure two permanent resources who, although slightly more junior, fit the bill due to our understanding of the culture, the career opportunities and the market. Since November we have:

- Fulfilled all contract roles with mostly known resources within the agreed timeframe.
- Delivered a team who hit the ground running and are currently exceeding project timescales.
- Placed two permanent Business Analysts to fulfil an immediate business need.
- Started permanent recruitment process to backfill contractors resources in 6 months time.

THE RESULTS

St. James's Place Wealth Management contacted Sanderson in November 2014 as we needed to hire several important contractors for a major digital transformation programme and had an existing relationship with two of Sanderson's senior consultants. 'Sanderson have an excellent knowledge of the financial services market and provided us with a knowledgeable and no nonsense approach to this piece of recruitment' **James May, Head of Division - Development and Delivery**