

**SANDERSON**

*Case Studies*



**SPECIALIST SOURCING  
SOLUTIONS TO A  
TIGHT DEADLINE IN  
THE FINANCE  
INDUSTRY**



*“Smart solutions to your recruitment  
and resourcing challenges”*





## Sainsbury's Bank

Sainsbury's Bank was in the early planning stages of a £350 million separation, integration and build programme. Their main concerns were how they could staff up in an efficient and flexible manner across a number of change silos with relatively aggressive deadlines and initially large volumes. Particular concern was around availability of resource in the Edinburgh market given the numbers required. Sanderson started to engage with Sainsbury's Bank in September 2012 under a Non-Disclosure Agreement.

## Our Solution

At the time the Bank were a 50/50 JV with Lloyds Banking Group and we were brought in to assist in resource planning and the placement of a number of key senior interim hires to start driving this piece of separation work (which at the time was not public information). This early engagement and access to high level planning allowed us to forecast demand at perceived "peak" points during the programme. We then could analyse our existing working population and filter tried and tested resources into the most relevant streams of work at the required points during the programme. In addition we could also analyse some of the more niche requirements and where suitable utilise our national population where local resource may simply not have been available in the required volumes

## The Results

Over the last 24 months we have placed in excess of 150 business change interims that command specific banking product and systems experience to include but not restricted to Cards (Credit & Debit), Savings, Loans, Payments, Insurance, Risk and ATM. Skill-sets include Programme Directors/Managers, Project Management, PMO, Business Analysis, Architecture and Testing. We are their number one supplier across their New Bank Programme and are now both consulting with them and sourcing long term hires, on both a contract and permanent basis, that will embed this separation activity on the operational side of the business and "run the bank" into the future.