

CASE STUDY

LEADERS IT

BANKING:

Building Risk and Compliance capability for one of Australia's Major Banks

OUTCOME:

25

Roles filled

8

Week timeframe

1,500

Candidates contacted

700

Phone screens



Leaders IT successfully placed 25 risk, compliance and audit professionals across a major Australian bank's three lines of defence (Operational Risk, Risk & Compliance Obligations Management, and Internal Audit) in 8 weeks, supporting the bank's response to APRA's findings and its broader risk transformation programme.

SPEED

25 risk, compliance and audit roles filled in 8 weeks, leveraging a 100,000+ candidate database and specialist talent mapping.

COVERAGE

Roles spanned Operational Risk (1st line), Obligations Management (2nd line) and Internal Audit (3rd line).

QUALITY

Candidates assessed against each hiring manager's specific requirements before submission.

RISK REDUCTION

Supported the bank's response to APRA-identified control weaknesses by rebuilding capability across all three lines of defence.

PARTNERSHIP

One recruitment partner coordinated all three streams, reducing complexity while maintaining dedicated hiring relationships.

BACKGROUND:

A major Australian bank was recruiting risk professionals as part of its ongoing risk transformation and regulatory remediation program. Following concerns raised by APRA regarding weaknesses in risk management, governance and compliance frameworks, the bank was strengthening capability across operational risk, compliance, model risk and risk governance.

This recruitment drive supported the bank's commitment to improving risk maturity, regulatory compliance and its control environment across all three lines of defence.

However, attracting the required talent presented significant challenges. Demand for experienced risk, compliance and governance professionals is high, with major Australian banks and financial institutions competing for a limited talent pool.

Specialist capabilities, including operational risk, model risk validation, APRA compliance and risk governance, are particularly scarce, making candidates with the required expertise difficult to source.

SOLUTION:

Leaders IT drew on a database of 100,000+ professionals and a specialist Risk & Compliance recruitment hub, contacting 1,500 candidates and conducting 700 phone screens to build a strong shortlist. Combined with our industry network and proactive talent mapping, this enabled us to efficiently source, engage and secure high-calibre candidates across three specialist hiring streams, one for each line of defence.

Working closely with the bank's hiring managers, Leaders IT ran three specialist search streams rather than a generic risk campaign, reflecting the distinct skills, seniority and regulatory focus of the 1st, 2nd and 3rd line functions: Operational Risk, Risk & Compliance and Internal Audit.

WHY IT WORKED:

- One recruitment partner across three specialist hiring streams
- Specialist talent pools accelerated access to scarce Risk & Compliance skills
- Proactive talent mapping reached candidates beyond job advertising
- Central coordination reduced hiring manager burden while maintaining dedicated relationships
- Supported the bank's regulatory remediation commitments to APRA