

MAJOR AUSTRALIAN BANK

Peoplebank partnered with a major Australian bank to fill 25 critical risk, compliance and audit roles in eight weeks, mobilising three specialist hiring streams across the bank's three lines of defence and leveraging deep specialisation and a 100,000+ candidate database.

✓ BACKGROUND

A major Australian bank was recruiting risk professionals to support its risk transformation and regulatory remediation program. Following concerns raised by APRA, the Bank was strengthening capability across operational risk, compliance, model risk and risk governance. The recruitment drive aimed to improve risk maturity, regulatory compliance and controls across all three lines of defence.

However, competition for experienced risk professionals was high, with financial institutions drawing from a limited talent pool. Specialist expertise in operational risk, model risk validation, APRA compliance and risk governance was particularly scarce, making suitable candidates difficult to source.

✓ SOLUTION

Peoplebank leveraged its 100,000+ professional database and specialist Risk & Compliance network to contact 1,500 candidates and conduct 700 phone screens, securing talent across three targeted hiring streams.

1st Line: Operational Risk

- Operational Risk roles

2nd Line: Risk & Compliance

- Obligations Management and Risk & Compliance roles

3rd Line: Internal Audit

- Head of Internal Audit and Senior Assurance roles

Three specialist search streams ensured each line's distinct skills, seniority and regulatory requirements were addressed.

Why it worked

- One partner across all three lines of defence
- Specialist talent pools accelerated access to scarce skills
- Talent mapping reached candidates beyond job ads
- Central coordination reduced hiring manager workload
- Supported the Bank's APRA remediation commitments

✓ OUTCOMES

Peoplebank 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.



KEY RESULTS

Delivering 25 critical risk and compliance hires in eight weeks

25

Roles filled

8

Week timeframe

1,500

Candidates contacted

700

Phone screens

Built capability across all three lines of defence

Accessed specialist risk & compliance talent in a highly competitive market

Created a robust specialist talent pipeline