

Banking: *Invest in your future*

With more and more banking professionals in the financial sector actively looking for new jobs, Jim Berrisford, Head of Banking at privately owned specialist recruitment consultancy VanRath talks to Business Eye about his role in the recruitment process and the key to placing candidates in banking roles.



What do Van Rath Search and Selection do?

We are a specialist recruitment consultancy, focussing in the areas of Finance, Public Practice, Banking, Information Technology and Management Consultancy.

The banking division was established in 2002 and is dedicated to providing banking opportunities across Northern Ireland with a contact base at the very highest level in all the leading banks. We pride ourselves in offering a significant range of opportunities to newly qualified accountants and experienced bankers across the whole banking spectrum with discretion and confidentiality paramount.

You often place people in senior financial positions. How important is confidentiality in your role?

Confidentiality is key to the entire process, both from our client's side and without question in relation to our candidates. You would be surprised to know the number of senior bankers I have facilitated and managed to move in complete discretion.

What sort of candidates do you typically recruit?

The range is a very broad one and runs from newly qualified accountants and accountants with 1 or 2 year's post qualification experience to senior level bankers who are on significant performance-based packages.

What differentiates VanRath from any other recruitment organisation?

We are not in the business of "Square Pegs and Round Holes" We have a clear understanding of the local banks in terms of their culture and career fit and we are able to ensure that decisions are made with those factors in mind.

Describe a typical working week?

I suppose the hours I work really depend on how much I was at home last week!

But seriously, my team and I work between sixty to seventy hours per week and the job varies so much that no two days are the same. I spend a large part of my week meeting and networking with clients and candidates in local coffee shops and unfortunately I have to dine out at the top restaurants regularly, which can be hard on the waist line... but someone's got to do it! The hours we work are led by the candidate and the specific requirement of our clients. We deal with professionals, so we are flexible and meet out of normal working of hours for the large part.

What is the most enjoyable part of your job?

There are a number of things, but probably the main thing is the tremendous satisfaction I get when placing professionals in roles that they will excel in – knowing that they could never have co-ordinated it on

their own without my involvement in managing and facilitating the process from start to finish.

In terms of recruitment, how do you see the banking sector progressing?

The leading banks are expanding rapidly. We have an excellent reputation in the banking marketplace for providing opportunities for ambitious, motivated professionals with the desired experience and qualifications... and this will continue.

What advice would you give a banker interested in moving jobs?

Make the first call to VanRath and speak to me confidentially, and find out more about the current state of play within the banks for opportunities at your level. There is a possibility that we may even advise you to stay where you are. This does happen from time to time depending on the state of play of the market.

Eye

For other articles on banking in Northern Ireland please visit the **new VanRath website** at www.vanrath.com

For a confidential discussion concerning current banking opportunities in Northern Ireland please contact Jim Berrisford on 0870 774 1000.

VanRath Search & Selection is a privately owned specialist recruitment consultancy. Core activities centre on recruiting...

 Accountants for Finance

 Public Practice

 Banking

 Information Technology

 Management Consultancy

VanRath have been at the forefront of the Financial and IT recruitment sectors since 2002. We have achieved this by investing in our people, our products, our world - best technology and our unique recruitment methodology... but most of all by listening to our clients.

Contact in strictest confidence

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