



ASPIRE

BEYOND THE BUBBLE

PEOPLE PAVILION 

COMPETING ON A GLOBAL SCALE:

*TALENT ACQUISITION IN THE FUTURE
OF GLOBAL SHARED SERVICES*

Harvinder Rattan
Belevedere Recruitment



Maja Smolarczyk
Euroclear

Gagan Sabharwal
HSBC



Tomasz Horaček
IG

Global vs. Local Alignment in Financial Services

The ABSL 2024 report highlights Poland's remarkable growth in the GBS sector, especially in Financial Services.

However, with talent shortages, high competition and evolving technology, companies need to rethink their talent acquisition strategies

Aligning local recruitment strategies with broader global business goals is critical.

McKinsey reports a global shortage of skilled professionals in Finance and IT.

Randstad's 2024 Talent Trends report shows that 72% of leaders globally view the skills gap as a critical challenge



Cross-Cultural Collaboration in Financial Services

- Financial Services companies must manage global teams across geographies.
- MOTIFE 2024: 83% of Kraków's IT professionals work for international companies.
- Cross-cultural communication boosts productivity by 20% (EY study).

Leveraging Technology and AI in Talent Acquisition

Randstad 2024: 77% of global organisations use AI in recruitment.

McKinsey: AI increases hiring speed by 40% but personalisation is key.

Balance automation with human engagement to attract top-tier talent in Financial Services.

Case Study: Employer Branding & Retention in Financial Services

- A leading bank's IT department was struggling to keep pace with advancements.
- Recruitment strategy focused on culture fit and skills led to:
 - 40% reduction in turnover.
 - 50% increase in qualified applicants.
- Check out more case studies on our website - blvdr.pl/case-studies to see how Belvedere Recruitment support these organisations.





Key Takeaways & Recommendations

- Global-Local Alignment: Critical for Financial Services.
- Cross-Cultural Collaboration: Drives success in global teams.
- Leveraging AI: Enhances efficiency, but human touch remains essential.
- Employer Branding: Attracts top talent and reduces turnover by up to 28% (PwC).

Closing Remarks & Call to Action

- Thank you to the panelists: Gagan, Tomasz, and Maja.
- Key insights to take back and apply in your recruitment strategies.
- Connect with me or Belvedere Recruitment team for further discussions.

BELVEDERE
Achieve better with Belvedere.

www.blvdr.pl



ASPIRE

BEYOND THE *BUBBLE*

THANK YOU
