

DRIVING TRANSFORMATION WITH STRATEGIC LEADERSHIP HIRING



OUR CLIENT

Since 2023, Refactor Talent has partnered with a leading insurance and financial services organization to support strategic hiring initiatives across leadership, technology, finance, and transformation functions. Over the course of the partnership, Refactor Talent has delivered 25 successful hires, especially helping the organization secure high-impact talent during a period of significant business transformation.

THE CHALLENGE

As the organization accelerated a company-wide transformation initiative, leadership teams required experienced professionals capable of driving change, improving operational effectiveness, and supporting future growth.

In this critical transformation period, they relied on Refactor Talent to provide expert talent to guide the process.

Over two months just a two month period, they presented Refactor Talent with nine critical positions spanning leadership, technology, and finance.

KEY PLACEMENTS

Refactor Talent filled critical leadership roles by delivering highly qualified candidates efficiently. These placements demonstrate the impact of a targeted, relationship-driven search approach.

Strategic Leadership Placement - To support a new transformation function, RT secured the successful hire after presenting two candidates. The placement provided the leadership needed to establish and scale the function.

Product & Technology Leadership Placement - For a key product leadership role, RT delivered a successful hire within 10 days. The candidate was the only RT submission interviewed and was selected based on more than 15 years of relevant experience.

THE SOLUTION

By consistently delivering highly qualified candidates, Refactor Talent helped accelerate key hiring initiatives during a critical period of organizational transformation. The partnership enabled leadership teams to move quickly on strategic priorities, reduce time spent interviewing, and secure talent capable of driving meaningful change across the business. Reflecting the strength of both the partnership and the quality of talent delivered, Refactor Talent has successfully filled 40% of all roles entrusted to us.

THE RESULTS

3

YEARS OF PARTNERSHIP

63

TOTAL ROLES

25

TOTAL HIRES

40%

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