

## **Hiring in a Fully Inflated Market**

### **Current Situation in the Private and Wealth Management Banking Market**

A highly competitive market driven by increased savings rates among individuals and businesses, the activity of large investors, and internal restructuring within major banks aiming to support a growing business segment that does not consume liabilities of their balance sheet. This has led to rising salaries and a strong push to recruit candidates with transferable client portfolios.

### **Our Contribution**

We conduct an in-depth market mapping across all institutions and internal structures. We analyze structural changes and the growing need to serve a more sophisticated client base, often with multi-generational wealth. We offer candidates long-term professional development opportunities, moving away from the instability caused by frequent changes in banking structures, largely due to the financial sector international and national consolidation.

### **Results**

Complete alignment with our client's long term values, and stability to candidates. Ongoing hiring of professionals in High Net Worth segments and Senior Relationship Managers across Spain since 2020, with a particular focus on Madrid, Barcelona, and Bilbao, and a very high rate high retention rate in the roles hired.

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