

A man and a woman are standing in a modern office environment, looking at a laptop held by the woman. The man is pointing at the screen. They are both smiling. The office has large glass windows, concrete pillars, and modern lighting fixtures. The background is slightly blurred, showing office furniture and other people working.

CASE STUDY

Dedicated Local Resource Partner for Clearstream



Introduction.

Clearstream was established with the acquisition of Citco Global Securities Services in 2014. Clearstream is a post-trade services provider, providing settlement and custody as well as other related services for securities across all asset classes.

It is owned by Deutsche Borse AG and is one of two European international central securities depositories with over 2,500 Central Banks and AML regulated credit institutions listed as customers across 110 countries.

Berkley already had a long-standing relationship with Citco which continued with Clearstream post-acquisition.

We are delighted with the level of service Berkley gave securing the right resources in a very competitive hiring environment. Berkley demonstrated excellent knowledge of the market dynamics, our own organisational culture, understanding the brief and sourcing a variety of qualified candidates within the SAP space.

David Brosnan, Managing Director | Clearstream Global Securities Services

Scope.

Within Clearstream's Investment Fund Services division, demand had been established to grow its Software Engineering and, further to that, its SAP Operations function. This would accommodate a wider scope of work across internal and externally facing state-of-the-art investment fund and processing applications which were based on a number of technology stacks.

Clearstream required local technology resources to commit to long-term project engagements in order to meet the demands of the business and appetite for further expansion.

Clearstream's early adoption of the contingent workforce model will provide them with a clear advantage in the years ahead as more and more organisations embrace this approach. The flexibility and agility offered by this approach have placed contractors at the core of the company's hiring strategy.



Project Challenges.

The recruitment challenges faced by Clearstream in order to secure the correct resources included:

- Access to local tech talent
- Identifying resources with the right niche system and development skillsets
- Ensuring hiring requirements are filled rapidly to keep projects on-track
- Securing a consistent supply chain of tech talent



A Process Powered by Cutting-Edge Technology.

A dedicated technology recruitment team was established within Berkley to support the delivery of qualified technology consultants to Clearstream.

Key to this strategy was Berkley's use of an innovative **AI-powered talent pooling platform** to identify and source numerous high-quality candidates.

A combination of in-house technology and Berkley's expertise and network reach allowed for a curated talent pool to be developed ensuring continuous delivery of key resources to Clearstream's hiring requirements.





Delivery.

Berkley successfully delivered candidates across the full spectrum of roles. The initial success in sourcing a team of SAP Specialists resulted in the establishment of a **SAP Centre of Excellence** in Cork with an additional 25 new resources – all sourced through Berkley.

The roles were spread across the following:

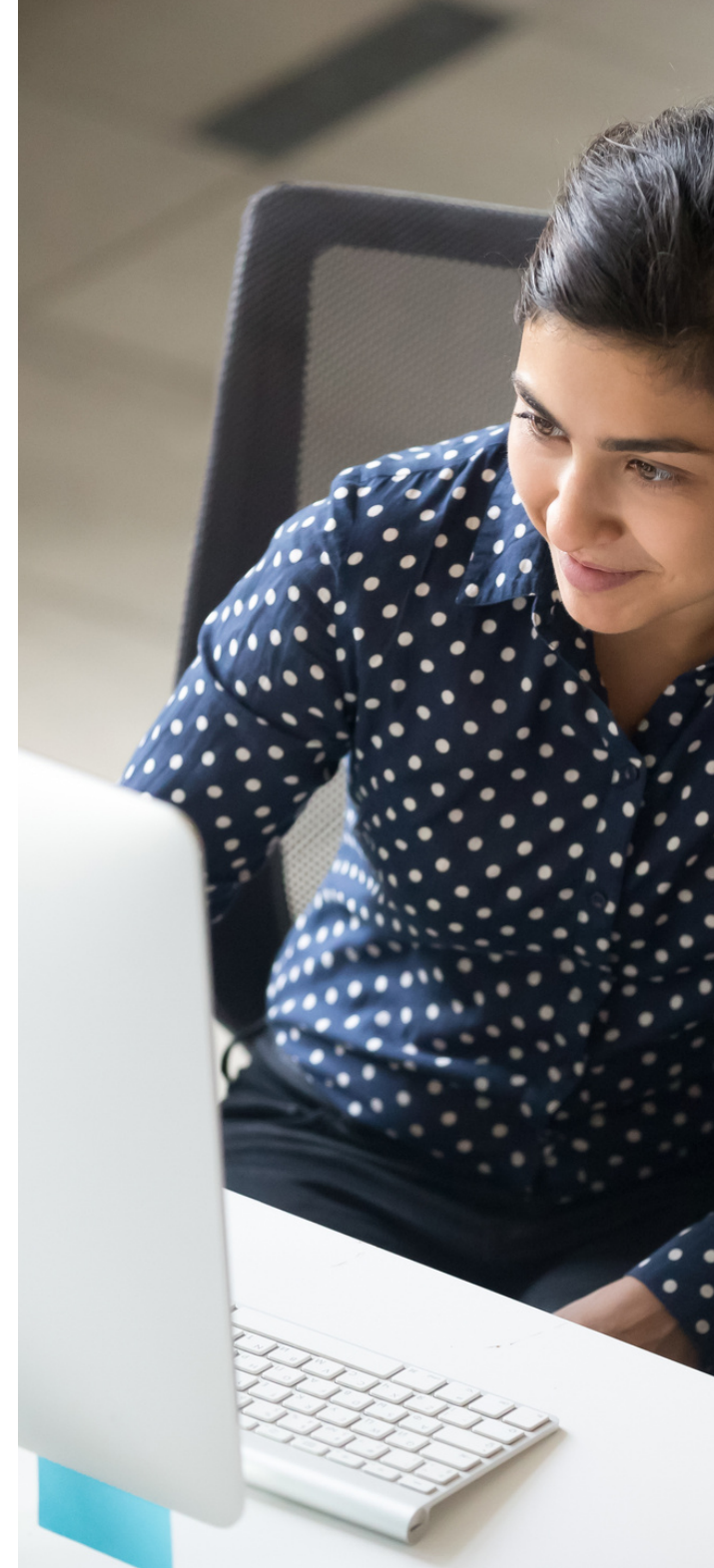
- SAP Systems Operations
- SAP Basis Administration
- SAP SD Developer
- Datawarehouse Developer
- Datawarehouse Tester
- UNIX Administration

The establishment of this Centre of Excellence led in turn to further strategic investment in the Cork site across Data Warehouse and R&D in the areas of Data Science & Machine Learning.

Berkley have continued to partner with Clearstream in their growth and have built up teams of permanent and contingent resources across Development, Automation & Manual Test, Project Management, Data Science & Machine Learning.

Berkley engaged with a number of Heads of Unit and Software Development Managers in Clearstream. This allowed our consultants to quickly understand the IT platforms and environments and to solve recruitment needs across multiple disciplines including:

- SAP
- Software Development
- Quality Assurance
- Project Management
- Business Analysis



Results.

Berkley continues to hire all contingent personnel required to maintain and grow Clearstream's operations in Cork. The project got off to a strong start, with a **100% fill-rate** in the first year. Over the duration of this relationship, the number of in-house contractors grew from four to over thirty-five.

Based on project success in Cork, Berkley are now engaging with Clearstream in their Luxembourg and Frankfurt sites - supporting them on contingent requirements.

Long-Term Commitment.

Successful resource delivery over the proceeding years combined with on-going engagement by Berkley enabled stakeholders within Clearstream to continuously build out existing teams with resources with niche skillsets.

Berkley's ability to combine advanced AI and human-driven approaches to source, engage, retain and deliver suitable local resources, was paramount to the division's growth which continues to the present day.



For further information on Berkley, please contact:

Louise O Neill
Associate Director | Technology

✉ loneill@berkley-group.com

🌐 berkley-group.com

