



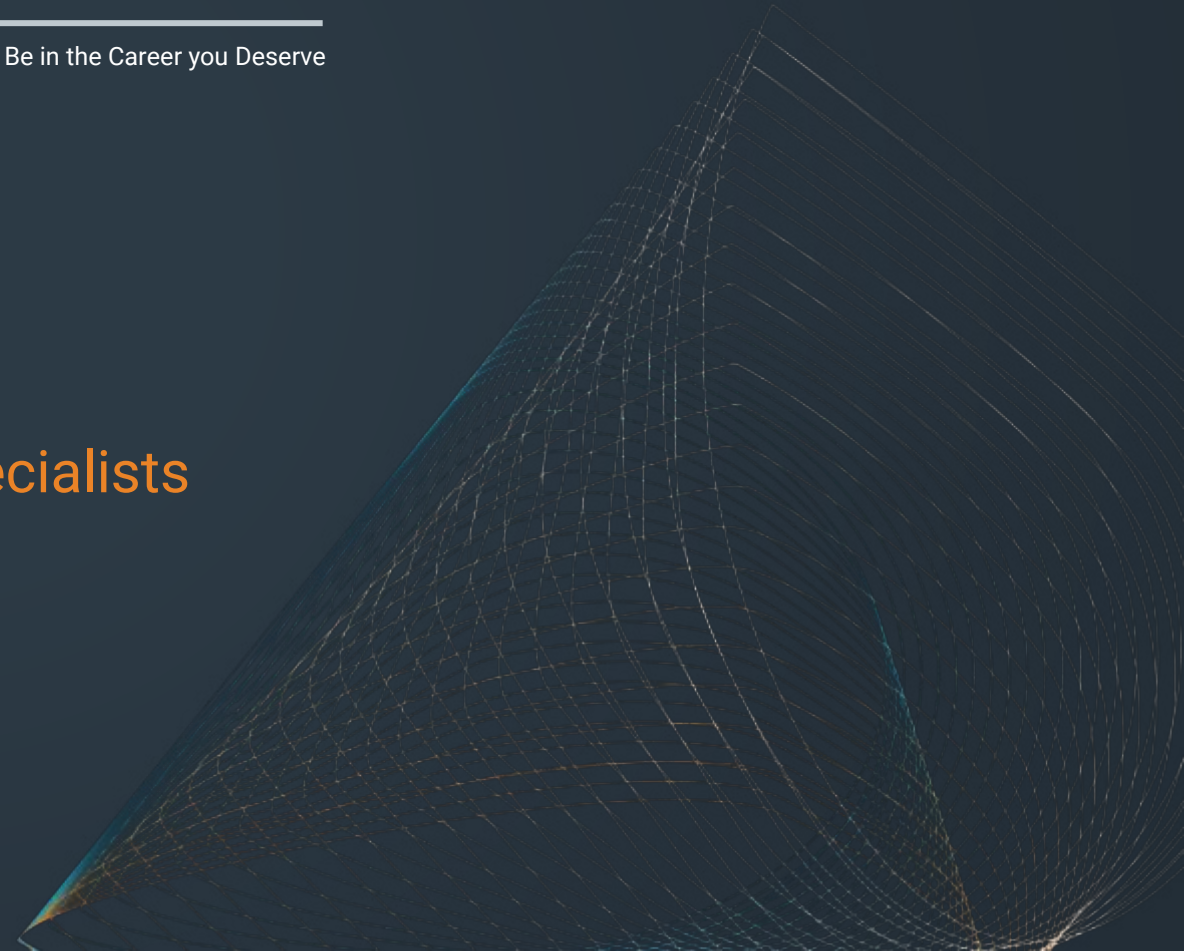
**Bruin**

---

Be Inclusive • Be Diverse • Be the Business you should be • Be Successful • Be the Change • Be in Good Company • Be in the Career you Deserve

# Early Careers Solutions

Financial & Professional Services Recruitment Specialists





# REMOVE BIAS. ADD DIVERSITY.

---

## Complete Campaign Coordination

Bruin's experienced consultants provide bespoke attraction, engagement, selection and assessment solutions for Early Careers recruitment, designed to unlock the potential of hard-to-find talent.

We offer a full suite of flexible services, from one off project-based assignments, to hybrid partnership designed to compliment onsite teams, and completely outsourced end-to-end RPO solutions.

Additional Plug and Play benefits include compliance, onboarding and payrolling.

- ❖ Our approach uses data based, behavioural science-backed assessments that reduces bias, improves quality of hire and increases diversity.
- ❖ With anonymised applications and predictive, skill-based assessments, our process can identify the very best talent that you might be missing out on.
- ❖ This is particularly effective at the graduate and early careers stage, as there are no CVs to work with at the initial stages.
- ❖ Our solution means that candidates are rated based on their answers and assessments without ever having a CV or profile to pose bias issues.



# UNBIASED TALENT ACQUISITION

Eliminate unconscious bias once and for all. With anonymised applications and predictive sourcing and assessment, you'll significantly increase your chances of hiring (and retaining) the very best talent.



## Sourcing

Our sourcing analysis tools help you diversify your talent pool and ensure an even playing field.



## Attraction

Inclusive, accessible job adverts that attract applicants from all possible backgrounds, to source the best undiscovered talent.



## Assessment

Tailor assessments to specific roles and sectors, and include anonymised skills testing for a more objective approach.



## Shortlisting

Remain impartial with predictive analytics to identify the top candidates. With a data-driven approach, you'll be able to focus purely on skills.



## Interviewing

Manage interviews while removing bias from candidate communication.



## Hire

Ensure confidence in your talent acquisition, knowing you've remained objective throughout the hiring process.



# CASE STUDY: EARLY CAREERS

## Challenge

Bruin was instructed by a leading US investment manager to manage their UK graduate intake programme, which had previously been run by a dedicated team onsite. The HR team had limited resource to take on a project of this size, at this level, combined with a mandate to meet the ambitious hiring goals for their D,E & I strategy. The project was further challenged by a tight timeframe and the unusual time of year in which the programme was taking place.

## Solution

Bruin assembled a dedicated team of specialists from our UK offices, managed by an account director as the single point of contact for multiple client stakeholders. An end-to-end process was designed using completely anonymised applications and predictive, skill-based assessments to replace CVs and identify top tier candidates from diverse backgrounds. This included a bespoke platform used to evaluation role and culture fit, where a lack of previous experience on the side of the candidate would traditionally be a limiting factor.

## Outcome

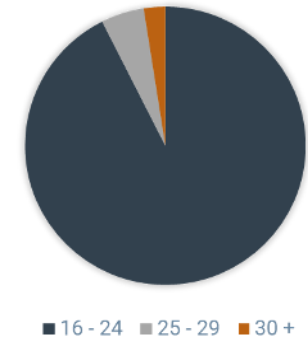
Over 60 candidates were sourced within the tight timeframe with Bruin managing the screening and evaluation process and interview schedule, as well as the assessment day, saving over 100+ hours for the client. By leveraging our extensive D&I partnerships and networks, we were able to secure a highly diverse shortlist with two thirds of the candidates from a minority ethnic group, 30% female representation, and a range of educational backgrounds. Following the successful completion of the initial programme Bruin have since been instructed for a repeat programme next year.

## Candidate pool at final interview

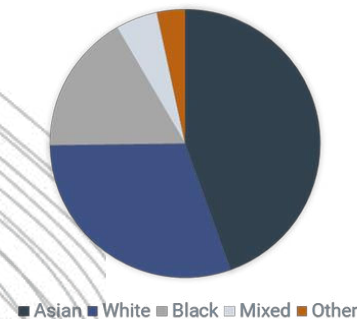
### GENDER



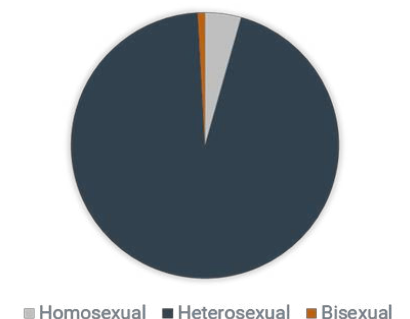
### AGE RANGE



### ETHNICITY

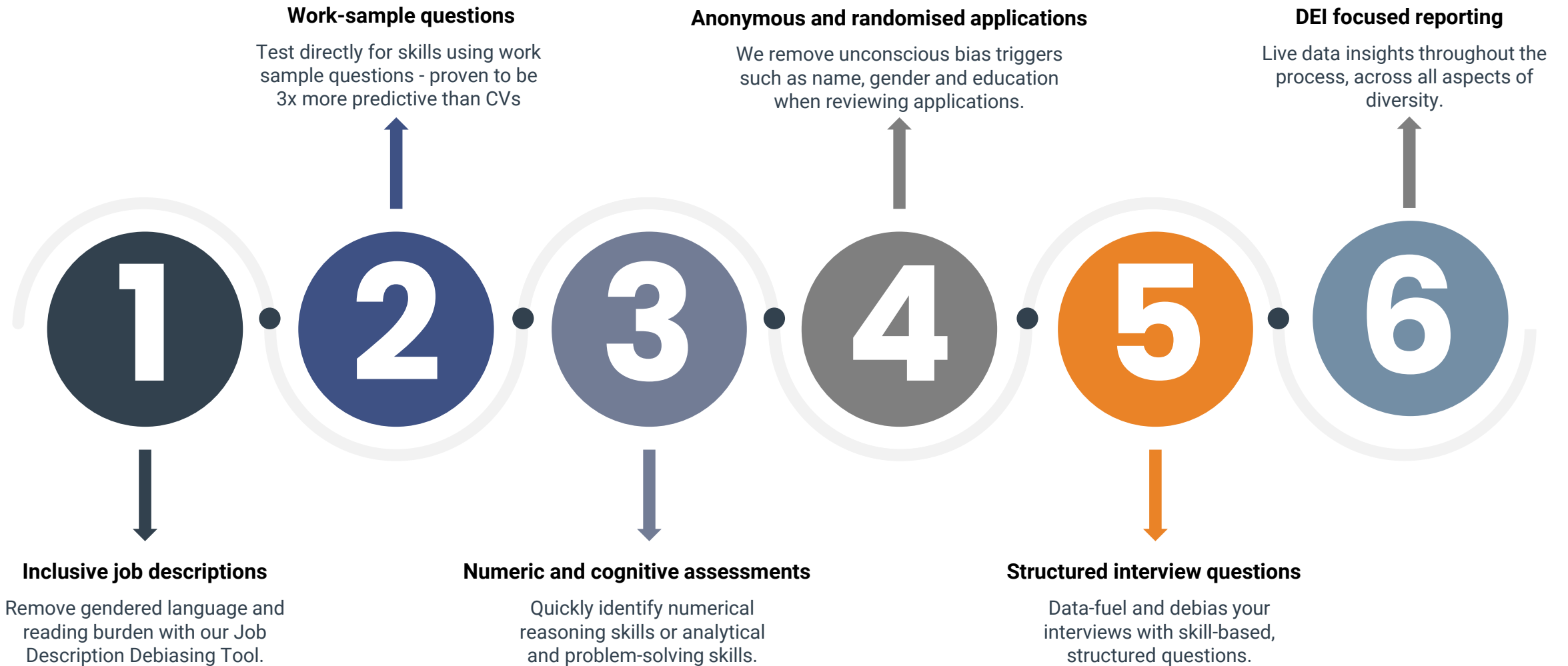


### SEXUALITY





# MAKING HIRING FAIR, MORE EFFICIENT AND PREDICTIVE.





# KEY CONTACTS

---

**Matthew Tynan**

E: [Matthew.Tynan@bruinfinancial.com](mailto:Matthew.Tynan@bruinfinancial.com)

T: + 44 203 145 3417

**Emily Ayre**

E: [Emily.Ayre@bruinfinancial.com](mailto:Emily.Ayre@bruinfinancial.com)

T: + 44 203 145 3337