

# Structuring an S&P 500 TA Org for Success



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**Broadridge**<sup>®</sup>



# THE BROADRIDGE JOURNEY

# OUR JOURNEY TO SCALE

**FY17–FY18:**

37% Increase in Hiring  
11% Increase in Cost

**FY18 vs. FY19: (6mo)**

30% Increase in Hiring



Time to Fill



Internal Mobility



Diversity



# HIRING VOLUME

	FY'14 Hires	FY'15 Hires	FY'16 Hires	FY'17 Hires	FY'18 Hires
<b>Executive</b>	57	54	51	53	74
<b>Manager &amp; IT</b>	81	93	117	150	249
<b>Professional</b>	157	314	291	294	363
<b>Associate &amp; Intern</b>	141	227	264	381	256
<b>CWK Conversion</b>	N/A	N/A	N/A	N/A	217
<b>TOTAL</b>	436	688	723	878	1160

A person wearing a grey long-sleeved shirt and a black watch is sitting at a wooden table, writing on a piece of paper with a black pen. In the background, another person in a black shirt is gesturing with their hands. The scene is dimly lit, suggesting an indoor meeting or workshop environment.

**LESSONS LEARNED**



A man in silhouette is standing in profile, looking out a large window. The window is divided into several panes by white frames. Outside, a rocky breakwater is visible in the water, with a sandy beach and the ocean in the background. The lighting is dim, creating a contemplative mood.

**WHAT'S NEXT?**

“

“You need to have a collaborative hiring process.”

Steve Jobs  
Apple







# Choose Your Adventure Bingo Number

Hire  
**52**