



A Talented Case Study



Scale-up



US



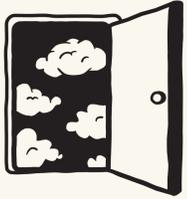
standishmanagement.com

About Standish

Standish is an employee-owned provider of specialized fund administration services for private equity funds, working most commonly with: Buy-out, Venture Capital, Real Estate, and Fund-of-Funds.

For new partners, Standish provides consulting to help accelerate the launch of their funds and offers full administration services. For established partners, these administration services are accompanied by the technology required to help scale their fund operations rapidly and efficiently.

Since the business was founded in 2007, the Standish team has grown steadily and currently administers more than 1,000 funds with clients who have more than \$100 billion in committed capital under administration.



The Challenge

Before partnering with Talentful, Standish had no internal talent function and relied heavily on external agency support. This dependence meant that they had no control over candidate experience, which was below par, and time to hire, which was slow.

Furthermore, Standish were vying for top level talent in a space dominated by the strong employer brands of the big four accounting firms. To compete, they would need a strategic partner to rebuild their candidate experience, paying particular attention to the interview process. Talentful's expertise in this area meant we were ideally suited to the task.

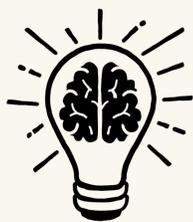
No incumbent talent function.



Competing for talent with big four accounting firms.



Very high talent bar, limiting size of talent pool.



The Solution

One Client Lead joined Standish Management for 12 months to help scale the company, starting with Associate, Senior Associate, and Fund Controller roles, before expanding to more senior strategic hiring.

With a strong focus on process, interview training, and candidate experience, our talent expert quickly established a more formal headhunting approach with immediate success. They also trained the in-house team to ensure sustainable results from the partnership and provided up-to-date documentation and a clear blueprint for best-practice hiring.



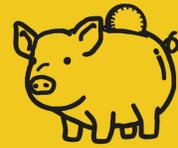
The Results

Across a seven month project, our talent expert was able to make over 60 hires, saving Standish an incredible \$618,102 vs. the traditional agency models they had favored before partnering with Talentful.

Having started in four locations, Talentful's remit was more than doubled to nine locations, in spite of the challenges faced through the need to work remotely throughout the pandemic. The success of the partnership has since led Standish to consider how best to deploy Talentful across all international locations.



60+
**Hires made in just
7 months**



\$618,102
**Saved vs agency
model**



9
**Different locations
and counting**

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Working with Talentful has been a great experience for Standish. Talentful helped us to centralize and focus our recruiting efforts so that we could meet our increasing hiring needs.

In addition we were able to reduce recruiting costs and free up time for internal resources. We are already thinking about how we can expand the Talentful solution to our international locations.

Rowena Baginsky
CAO and Managing Director
Standish Management

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Standish
MANAGEMENT

