

How Built In Helped OCC Attract A “New Level Of Talent” And Hire For Roles That Went “Unfilled For A Year Or Longer”



OCC: The world’s largest equity derivatives clearing organization that delivers world-class risk management, clearing and settlement services for a sophisticated mix of financial products.

LOCATION // CHICAGO, IL
FOUNDED IN // 1973
PARTNER SINCE // 2019



Situation

As a long-standing financial services company and a Systemically Important Financial Market Utility (SIFMU), OCC uses technology extensively to fulfill its critical functions to the markets and meet its regulatory obligations. As such, the team needed a tool to engage high-caliber tech candidates.

“OCC has very specific technical requirements when we hire software engineers and developers,” says Andre Buckles, Vice President of Talent Acquisition at OCC. “When the need arose, we started looking for alternative channels and strategies to attract people with a new skill set to our company.”

However, to meet their goals, OCC needed to do more than hire top talent. “We needed to position ourselves as a technology leader,” says Buckles. “When we looked for those who would be an effective partner — provide us with ideas, generate content and execute well — there was a clear choice.”

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ANDRE BUCKLES
 Vice President of Talent Acquisition at OCC

Solution

OCC looked to Built In to tell its story, generate brand awareness and connect with exceptional candidates. Leveraging Built In’s robust suite of content — including Employer Roundups and an Insider Spotlight — OCC began to lay the foundation for a solid brand presence.

“OCC’s partnership with Built In has been quite remarkable,” says Buckles. “We’ve utilized the editorial staff’s expertise to develop custom content that truly positioned us well in the marketplace.”

Built In content has served a dual purpose for OCC. In addition to gaining brand recognition, the team has been

able to establish stronger relationships with candidates earlier in the hiring process. “Built In allows the story of OCC to be framed up front,” says Buckles. “Because of this, candidates already know the type of organization we are and how we operate.”

The partnership gave tech talent visibility into OCC and its opportunities. “It brought us into the tech community outside of the financial services realm and really expanded the platform with which we had to operate,” adds Buckles.

Results

Built In gave OCC access to the qualified talent the team needed. “They’ve brought in a new level of talent that understands our business and the operational requirements in a high-pressure, highly regulated environment,” says Buckles.

From the partnership launch in December of 2019 through September of 2020, OCC received more than 150 candidates from Built In. Of those individuals, three hires were made for positions that had been unfilled for a year or longer.

Still, the true a-ha moment came when OCC was forced to adapt to a remote interviewing process due to the

COVID-19 pandemic. “Built In wrote an article on our virtual code review and interviewing steps,” says Buckles. “With it, we were able to fill 90% of our required positions about two months in advance of our planned dates. It was really a tremendous outcome for us.”

Built In has become a key part of OCC’s recruitment toolkit. “Built In is much more than a job board,” adds Buckles. “Anyone looking to expand rapidly into new markets and identify new talent would be wise to consider utilizing Built In’s significant network and marketing teams.”

Top talent can go anywhere. We bring it to you.

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