

# EXECUTIVE SEARCH CASE STUDY

## //// BSA/AML Officer, Major Lender *United States (Mid-Atlantic)*

### **The Ask**

Through an existing relationship with the Chief Risk Officer, Second Line Advisors was retained by a major lender to identify a slate of candidates to fill the BSA/AML Officer leadership role for the company. This individual would be responsible for setting strategies and overseeing operations in the organization's financial crimes functions. The role incumbent was recruited away from the organization for a CCO position elsewhere and was also situated at a non-headquarters location. This highly visible role required frequent interaction with the Board, executives, and regulators, and reported to the Deputy Chief Compliance Officer for the company, which was a repositioning from where it previously reported. The preference was for a proven compliance professional with hands-on technical AML expertise with management experience, communicative gravitas and strong understanding of BSA/AML standards for a highly regulated financial institution.

### **The Process**

When going into the market, Second Line Advisors targeted candidates with strong AML experience, wingspan to grow beyond the financial crime space, experience engaging with regulators and an individual based in the Mid-Atlantic (preferably Delaware or Virginia). Within two weeks, Second Line Advisors developed a diverse pipeline of candidates who were geographically relevant and came from sectors ranging across FinTech, Banking and Management Consulting.

### **The Result**

Second Line Advisors placed a diverse candidate who checked the key boxes the client was seeking, someone who was most recently serving as the Chief BSA/AML Officer for a consumer lending FinTech. The candidate was a strategic financial crime executive with experience leading and enhancing BSA/AML programs at both large banks and in the FinTech environment and brought a strong level of confidence that they had the ability to grow beyond the BSA function in future years.

### **The Numbers**

- » 25+ companies mapped
- » 45+ candidates screened
- » 51% diversity in candidate pipeline

**Second Line Advisors** is the leading executive search specialist for Risk and Compliance. With decades of executive search experience, we are trusted advisors to various sectors including Financial Services, FinTech, Crypto, and Technology in the areas of Risk, Compliance, Government & Regulatory Affairs, and Corporate Governance. Our services include Executive Search, Board of Directors Search, and Talent Pipelining & Succession Planning.

