

Tullett Prebon plays ‘the Apprentice’ for real

Broker partnered with ‘Apprentice’ winner Lee McQueen and his TV-style recruitment process

Initiative follows Social Mobility Commission Report which highlighted inefficient City hiring prejudices

London 6 October 2016: Hit TV show [The Apprentice](#) returns to our TV screens this evening, but City firm Tullett Prebon has been playing for real. The firm, one of the world’s leading interdealer brokers, has hired the first batch of its ‘next generation’ brokers, following a revolutionary recruitment process developed by former Apprentice winner Lee McQueen and his Raw Talent Academy who believe in recruiting based on competency and ability as opposed to a CV or degree.

An initial 10 trainee brokers have been recruited to join the group’s London operations, as part of a cadre of 40 globally due to start this year.

The Academy – a joint partnership between Tullett Prebon and Raw Talent - had more than 3,000 applications for the early careers programme. The hires have a range of backgrounds – some are school leavers, others have graduated from university and some are ex-military.

To find the best talent, Tullett moved away from the typical “traditional” City hiring methods, instead using Raw Talent’s ‘*Apprentice*’ style talent academy with applicants undergoing two stages of screening and profiling. The Group then embarked on the Audition Day with a final interview and Q & A panel to select 10 new brokers. This allowed the Group to ensure that its selection methodology was based purely on the key attributes of candidates and matched to the profile of the business rather than to the academic background of the individuals.

As part of this process 42 candidates spent 12 hours taking part in a number of tasks at the Audition Day – rather than face-to-face (or traditional style) interviews. Select, Identify, Develop, or SiD, a state of the art, cutting-edge digital competency assessment tool, developed by Raw Talent, allowed the selection panel to score every candidate fairly and equitably.

This follows a recent report from the Social Mobility Commission that candidates from the ‘wrong’ sort of backgrounds are not getting a fair chance in the City job market, with a tiny pool of elite university graduates getting the best jobs.

The Tullett Prebon Talent Academy will run again in London later in the year and in New York in 2017.

Lee McQueen, MD, Raw Talent, said:

“Partnering with Tullett Prebon was a new challenge for us at Raw Talent. We had never recruited within the Broker sector before but, after a number of meetings and spending time at their office understanding their recruitment goals, we were confident our Academy process would be a perfect solution. We had a record number of applications and our team worked non-stop to identify the best and most suited candidates. The calibre on the day was outstanding, demonstrated by the fact Tullett Prebon ended up hiring more candidates than they were expecting going into the day. It’s been brilliant working with them and we believe this is the start of a long-term partnership helping them to hire their future stars.”

Carrie Heiss, Tullett Prebon Group Head of HR said:

“We want to make sure we consider the best talent from everywhere and from all backgrounds. In the 21st century, you cannot write someone off because they do or don’t wear brown shoes with a business suit; recruitment and selection has to be far more scientific than that. All the old-fashioned City ‘codes’ have been binned at Tullett Prebon – we are looking to hire people who will develop and grow into their careers over the long-term. We want a diverse and inclusive workforce where everyone is given an equal chance to succeed.

“These new hires represent a first step as we accelerate the evolution of our talent pool. Tullett Prebon has a clear long-term talent strategy to become the employer of choice in the markets in which we operate. The next generation of brokers will help maintain our competitive edge in the market and bring new perspectives, skills and up-to-date technological expertise to help drive innovation and add real value to our clients.”

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About Tullett Prebon:

Tullett Prebon (www.tullettprebon.com) is one of the world's leading interdealer brokers and operates as an intermediary in wholesale financial markets facilitating the trading activities of its clients in seven major product groups: Rates, Volatility, Treasury, Non-Banking, Energy & Commodities, Credit and Equities.

With offices in 24 countries, Tullett Prebon operates voice, hybrid, electronic, volume matching, algorithmic matching and risk mitigation platforms, to accommodate the needs of its clients, and to satisfy the regulatory driven evolution of the marketplace.

On 22 January 2016 Tullett Prebon was granted permanent registration from the Commodity Futures Trading Commission ("CFTC") for the Company's swap execution facility ("SEF"), tpSEF Inc. Tullett Prebon will continue to provide regulatory compliant infrastructures in all other jurisdictions.

In addition to its brokerage services, Tullett Prebon offers a variety of market information services through its IDB Market Data division, Tullett Prebon Information.

Tullett Prebon has its principal offices in London, New Jersey, Hong Kong, Singapore and Tokyo, with other offices, joint ventures and affiliates in Bangkok, Dubai, Frankfurt, Geneva, Houston, Jakarta, Johannesburg, Luxembourg, Madrid, Manama, Manila, Mexico City, Mumbai, New York, Paris, São Paulo, Seoul, Shanghai, Sydney, Toronto, Vienna, Warsaw and Zurich.

About Raw Talent:

A fresh approach to sales recruitment

Raw Talent Academy (www.rawtalentacademy.com), born from a frustration at the lack of fresh talent within the sales industry, is an award-winning Sales Recruitment and Training business with a proven track record of unearthing hidden sales talent, showcasing their ability and nurturing success.

Raw Talent Academy partners with organisations to build and develop internal Sales Academies, as well as helping to grow existing sales teams including the sourcing of experienced sales talent.

Our unique Academy process provides our candidates with a platform to showcase their abilities and attributes while allowing our clients to assess candidates in real life scenarios, rather than relying purely on CV's and face-to-face interviews!

Whether you are looking for a rewarding career in sales or aiming to recruit only the very best sales talent, get in contact with Raw Talent Academy today.