

## CASE STUDY

# NEW TECH TALENT ENABLES POST-MERGER CLOUD TRANSITION

### **STRATEGIC HIRING SUPPORTS CLOUD SHIFT, DATA SCIENCE GROWTH & TEAM STABILITY IN POST-MERGER FINANCIAL ORG**

After a private equity-backed rebrand and merger, a financial services company needed to modernize its tech stack and reduce uncertainty across internal teams. Emerald Resource Group stepped in to recruit eight net-new technical roles, including cloud DBAs and data scientists. By leveraging a blended strategy of targeted job posts and trusted network outreach, Emerald accelerated the transition to a secure, cloud-first infrastructure. This built internal confidence and laid the groundwork for a five-year digital transformation plan.

*"We were brought in during a pivotal moment, fresh off a merger, with tech gaps and internal anxiety to manage. These were brand-new roles, never hired before. It's rewarding to help stabilize the team, bring clarity, and set them up for a five-year transformation plan."*



**MARK KRUSINSKI JR.**  
Senior Executive  
Recruiter

# Executive Summary

A financial services company undergoing a PE-backed merger needed support with new cloud and data roles. Emerald Resource Group helped launch the effort, filling eight critical positions through a strategic mix of network-driven outreach and curated job postings.

## Client Challenges

- Recently completed merger created widespread uncertainty among legacy teams.
- PE-backed rebrand introduced new leadership priorities and cultural shifts.
- Company lacked cloud infrastructure and internal expertise to guide the transition.
- Needed to securely collect, manage, and structure sensitive customer data.
- Required multiple net-new roles in data science and cloud engineering disciplines.

## Industry

The client operates in the financial services industry, where compliance, security, and infrastructure modernization are top priorities. The sector is rapidly evolving, especially as firms shift to cloud-based systems under increasing regulatory and investor scrutiny. Recruiting in this space is complex, talent must balance technical depth with privacy sensitivity, data security, and adaptability in high-change environments.



## Approach

Emerald began by connecting with leadership to clarify goals post-merger. They launched a curated job posting strategy while tapping into a trusted passive network, surfacing high-quality candidates already familiar with the recruiter. This reduced noise and improved speed-to-fit.

## Outcome

The recruitment effort provided immediate clarity for teams and kickstarted the client's multi-year tech transformation. With eight new roles underway, including cloud DBA and data science positions, Emerald Resource Group helped stabilize internal confidence during a critical inflection point.

- Initiated full-scale cloud migration with dedicated DBA hire.
- Enabled compliant, secure data collection via new data science roles.
- Rebuilt confidence during PE-backed transformation.

While final placements were still underway, Emerald Resource Group had already built momentum, reassuring internal teams, aligning talent to long-term goals, and supporting a cloud-first strategy.

Their early involvement created structure and clarity, earning the client's trust and positioning Emerald as a strategic partner for the company's five-year transformation plan.

## Highlights

- **8 newly created technical roles** launched after the merger
- **100% of roles** focused on **cloud migration** and **data science**
- No placements finalized at the time of client interview
- Search process **launched promptly** after client engagement
- Strategy combined public job posts with curated network outreach



### **About Emerald Resource Group**

Emerald Resource Group specializes in connecting companies with exceptional IT talent. With over 30 years of experience, they focus on industries like software development, data analytics, cybersecurity, and infrastructure engineering. Emerald offers tailored solutions, including direct hire, contract, and RPO services, to help businesses thrive. Known for their commitment to quality and innovation, Emerald delivers talent acquisition strategies that align with clients' goals and drive long-term success.

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