



We partnered with Sumitomo Mitsui Banking Corporation (SMBC), Japan's second-largest bank, to support their North American expansion by optimizing recruitment and modernizing HR technology. Transitioning from Oracle to iCIMS ATS improved system efficiency by 25% and reduced manual workloads by 40%. Automated pre-screening tools and enhanced collaboration with hiring managers cut the Cycle Time to Fill mission-critical IT, Finance, and Compliance roles by 30 days. Initiatives like quarterly performance reviews and mentorship programs boosted talent retention, while a targeted social media campaign increased qualified tech applicants by 35%, positioning SMBC as a competitive employer.