



strategic
MORTGAGE BROKERS



FinTalent

One brief. Two brokers. No second search.



THE TURNING POINT

What Changed the Search:

A reserve hire is the one that never happens. The urgent seat gets filled, the relief is real, and the second search never gets funded.

So the reserve was not run as a second search. It went into the first brief.

The Goal:

Fill the vacated seat and bank a second broker, without paying for two searches.

THE CHALLENGE

A broker resigned on the Monday. The brief was in by 8:29 that morning.

What Made It Hard:

- ✗ *A same-day backfill, plus one in reserve.*
- ✗ *Leads all provided, so no book to bring.*
- ✗ *Property investment, west Sydney.*

"We have a resignation today and would like to fill that spot and 1 to have in reserve." — Aaron Whybrow, General Manager and Strategic Mortgage Broker.



Phase 1

2 Feb:

A resignation. A brief for two.



Phase 2

3 Feb: *54-minute deep dive. Longlist out that evening.*



Phase 3

12 Mar: *First seat filled.*



Phase 4

2 Apr: *Second broker offered, off the same brief.*

THE FINTALENT APPROACH

1. Scoped the Brief for Two

One seat had just opened. A second was wanted in reserve. Both went into one requisition on day two.

2. Diagnosed Before Sourcing

Fifty four minutes with both principals on the money, the interview stages and the search radius. The longlist went out that evening.

3. Briefed on the Earning Path

Leads provided, packaging handled, a property investment niche. Candidates got modelled earnings before they were ever submitted.

4. Kept the Pipeline Open

Five brokers went in front of the principals across one flow. When the second right person appeared, they went to the same thread.

METRICS THAT MATTER

2 Brokers placed

1 Brief, not two searches

38 Days to the first offer

5 Submitted, two hired



"If you take the time
to get the right person,
you may as well
do it for two."

THE PROOF

"All the candidates I spoke to, they knew that you knew everything about it."

— Aaron Whybrow, May 2026.

Where it stands:

One requisition. Two brokers placed off it, three weeks apart.

The reserve hire that most businesses never get around to funding came out of the same search, on the same brief.

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