

Contingent Resource System

page intros and excerpts

Identify Staffing Needs

When you need to fill a short-term assignment, begin by summarizing what the role entails. Define position duties, required hours, necessary skills, and other specifics that support your business case and help you select the right person for the role.

Confirm budget and business approval

Start by identifying the number and type of roles needed, budget, and approving authority for your line of business project. Confirm these details with your manager or project leadership.

Determine if sufficient budget exists, and confirm qualified personnel are prepared to oversee a third-party engagement. For more details, see [Evaluate the Need for a Third-Party Relationship](#). ...

Common Staffing Scenarios

Short-term staff solve business problems when full-time employees aren't available. As a manager, you might engage a temporary resource to cover for an employee on leave, provide hardware support services, conduct a bank examiner audit, or fulfill other duties for your team.

Read the following scenarios to learn about short-term staffing solutions in the U.S. and determine which option best fits your needs.

A resignation creates an opening

When an experienced Account Resolution Specialist unexpectedly resigns from a U.S. Home Lending team, the team manager, Maya, wants to find a replacement quickly. She begins her search for a candidate by checking the [Short-Term Assignment Resource \(STAR\) Program](#) to see if a displaced Wells Fargo employee with the same job title is available. ...

An assistant goes on leave

Commercial Banking manager Myrna learns that her longtime administrative assistant, Titus, needs to take six months to a year off to care for a family member. Myrna highly values Titus' skills and experience and wants to give him as much time as he needs. ...

Outside help with a technology project

Narayana, a Wells Fargo Technology manager, learns that he needs to provide a prototype for a customer phone app.

Based on past experience, Narayana estimates that the prototype will take four months to develop. He doesn't have enough employees to complete the project, and doesn't have the time to oversee it himself. He wants to engage someone outside his team who can deliver the completed prototype without his direct supervision. ...

Short-Term Staffing Options Resources at a Glance

Plan, execute, and oversee short-term staff engagements with appropriate tools and guidance. Stay up to date on contingent resource policies, procedures, and resources.

Communications

[MRS Manager Communication 9-14-2020 \(PDF\)](#) ...