CLOUD-BASED FINTECH START-UP

The Challenge

The FinTech sector is a rapidly expanding sector developing technology to engage with or to deliver financial services. London is leading the way with many companies taking advantage of investment and choosing to start-up offering FinTech technology solutions.

One of these new companies developed a cloud-based software solution that used behavioural data analytics to help professional investors to make more skilled investment decisions. This software enables hedge and traditional active fund managers to capture richer data about their own behaviour and its context, to understand where their individual skills and weaknesses lie, identify patterns, and apply that enhanced self-awareness to achieve improved performance.

In order to continue their rapid growth the company required highly sought after specialists in quantitative analysis and development. Good Quant Developers are in high demand and even shorter supply. In addition, the successful candidates for this start up needed to understand complex mathematical models and process financial data sets, as well as having Python and Pandas development experience.

The Solution

Knowing the IT industry and understanding the competition for good Quant Developers was the key to Xist4's successful placement for this innovative start up. Xist4 devised a recruitment strategy that would work alongside the traditional methods of recruitment which included advertising on key job boards, conducting a database search but also using targeted social media platforms and niche forums to identify and attract the right talent.

Having identified several prospective candidates Xist4 spent additional time qualifying the breadth of their experience and learning more about them as a person. It is imperative that people joining a start up company fit the culture of the company and can quickly contribute to its overall growth.

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The Results

From the time of receiving the brief from the client the team at Xist4 were able to successfully source several candidates they knew would be right for the role in less than six weeks.

From these candidates the client felt two people stood out amongst the rest so offered them both a role within the company. Xist4's speed and depth of knowledge impressed the client so much that they have decided to partner with Xist4 for future IT related vacancies.

> As a FinTech start-up business it has been important to us to partner with a specialist IT recruitment agency with experience of working with start-ups, and a true understanding of what we're looking for, both technically and culturally. We don't have time to waste, and we don't have a dedicated HR function. Xist4 IT Recruitment has proved that they "get it".
>
> In a short space of time they managed to successfully place 2 highly talented Quant Developers into our team, and we look forward to working with them on future hires. We would highly recommend Xist4 IT Recruitment to companies like us, who value talent, communication and results.
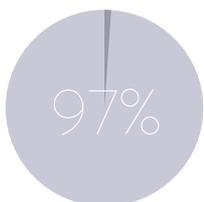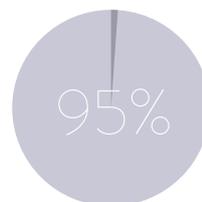
97% — We achieve **97%** offer acceptance ratio
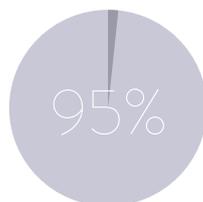
95% — We have repeat business from more than **95%** of our clients

95% — Over **95%** of our clients would recommend our services

Key Value Added Points

1. All shortlisted candidates are fully briefed and given client information, client URL and a job description where available.

2. Prior to the interview all clients are provided with an email confirming the candidate's name, contact details and the date and time of the interview.

3. All interviewees are given an interview pack containing an interview confirmation email, location directions/map, interview format and a job description where available.

4. At Xist4 we pride ourselves on our high levels of service. We provide full aftercare support for both clients and candidates following a new placement.

Client	Xist4	Candidate
Client sends in requirement details on 2nd December	Qualify client requirement on 2nd December	
	Search Xist4's database and advertise role on major job boards on 2nd December	
	Qualify candidates. Video conferencing facilities available	Candidates started to apply on 5th December
	1	
Client receives shortlisted candidate CVs. Client reviews CVs and requests 3 interviews	Shortlisted 4 CVs between 4th December - 14th Januarry	
	2	**3**
Client interviews candidates	Confirm candidates' availability and interest. Arrange interviews (1st, 2nd and 3rd as required)	Candidate attends interview
Client assesses interviews and selects preferred candidate	Interview feedback received and relayed to both client and candidate. Preferred candidate selected	Candidate accepts job
	Preferred candidate offered by client and accepted by client on 18th February	
Client receives confirmation of acceptance	Relay candidate acceptance to client	
	Candidate management to confirm notice handed in. Confirm start date	
Candidate starts work	Candidate started on 26th March	Candidate starts work
	Aftercare support Performance Survey. Performance review call made 6th May	
	4	