



Matthew Taylor
.NET Developer

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Adrienne Jones
Back-end Developer

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Conrad Wright
Senior Software Engineer

[View details](#)



Joanna White
Senior Node.js Developer

[View details](#)



Damien Smith
Java Full-stack Developer

[View details](#)



Felix Green
Java Developer

[View details](#)



Charles Clarke
React Native Developer

[View details](#)



Joseph Harris
Angular Developer

[View details](#)

London-based Investment Fund

Recruitment Case Study

Technology recruitment project for a prosperous financial company.

Technology recruitment success story

London-based Investment Fund



Product Overview

Cryptocurrency exchange

A few months ago, we started a technology recruitment project for a prosperous financial company from London that deals with algorithmic trading on the cryptocurrency exchange. Today we can boast of great success and proudly say "mission complete".



The challenge

Extremely high expectations from the candidates

The client had particularly high expectations regarding the engineering team, their algorithmic & problem-solving skills, deep level of expertise, knowledge and resourcefulness. The company was exceptionally demanding, expecting tech lead level engineers, with a work history from a financial sector, or from hedge funds.

A circular infographic with four overlapping circles containing percentages: 62% (top-left), 34% (top-right), 45% (bottom-left), and 84% (bottom-right). Below the infographic is a list of four team members with their roles.

- Damian Smith**
Senior Node.js Developer
- Conrad Wright**
Java Developer
- Felix Green**
Back-end Developer
- Joanna White**
Senior Software Engineer



Technology recruitment success story

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Our approach

Intense sourcing and rigorous technical vetting process

We have assigned 3 dedicated recruiters to the team and started a multichannel sourcing campaign using job boards, LinkedIn and social media. In addition, we decided to start headhunting candidates from other countries, including Asia, Eastern and Western Europe and the US.

LOCAL JOB BOARDS

25%

OUR PROFESSIONAL NETWORK

23%

INDEED

19%

LINKEDIN DIRECT OUTREACH

18%

FACEBOOK POST

15%

LONDON

NEW YORK

SAN FRANCISCO

SINGAPORE

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In order to select the best talents, we also had to **expand the recruitment process itself**, which was particularly challenging and looked as follows:

01



Preliminary qualification

E-mail questions that fulfilled the function of confirming offer terms and checking the cultural fit, tested the attitude for work as well as determination and the written English language.

02



```
return (  
  <React.Fragment>  
    <div className=  
      <div classN  
        <Title  
        <div cl
```

Timed programming challenge

A timed programming task that tested algorithmic skills, the ability to think logically and solve complex tasks under time pressure.

03



Soft-skills stage

Soft-skills stage

04



Rigorous technical interview

Live coding - testing technical skills, especially regarding this specific recruitment (e.g. low-level programming, real-time systems, processing of large data streams)

05



Client-side process

Afterward, the candidates still had to face the client-side process, including take-home assignments consisting of building a trading system. Both our and the candidates' efforts paid off.

Technology recruitment project

London-based Investment Fund

The outcome

Setting up entire engineering branch in Poland.

Primarily, the client initially thought of employing just one programmer. However, while seeing the potential in our candidates and taking into account very good cooperation with us, the company eventually ended up hiring four people and decided to open a local engineering branch in Poland.



Daniel White
Senior Node.js Developer

[View details](#)

Assets Balance

0.24234345673

3,899.98 USD

+0,25%



Conrad Wright

Senior Software Engineer

[View details](#)



Adrienne Jones

Back-end Developer

[View details](#)

Exchange Balance

0.343454546567

3,899.98 €

+0,32%

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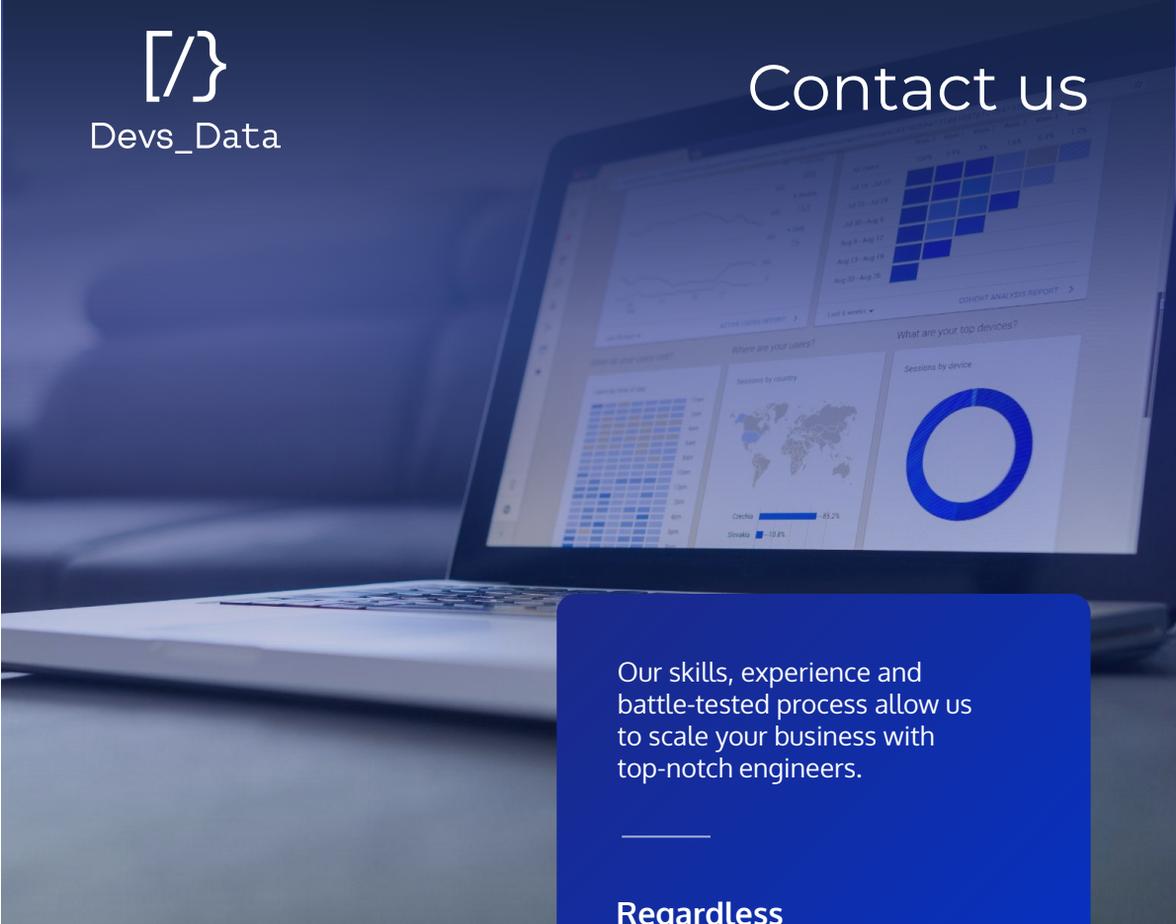
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