



**Matthew Taylor**  
.NET Developer

[View details](#)



**Adrienne Jones**  
Back-end Developer

[View details](#)



**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

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**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 for 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.

62% 34%  
45% 84%

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



Technology recruitment success story

# London-based Investment Fund

## Our approach

Intense sourcing and rigorous technical vetting process

We 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 regions, 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

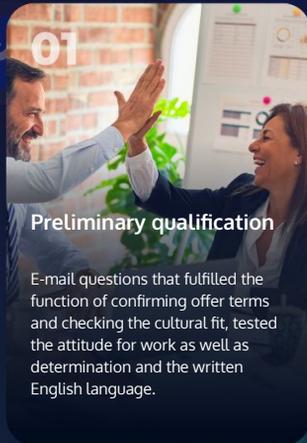
SAN FRANCISCO

SINGAPORE

# London-based Investment Fund

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

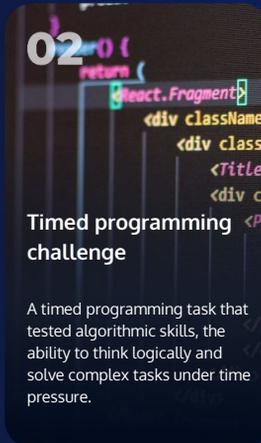
**01**



**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**

Behavioral fit interview

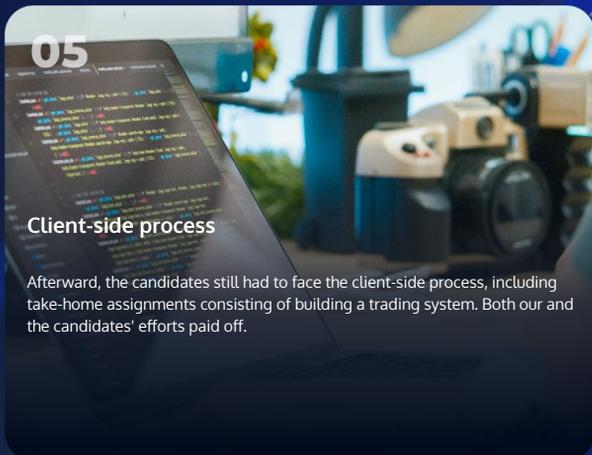
**04**



**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.

Initially, the client 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%

# Why Devs Data?

- ✔ Worked with **premium & extremely demanding clients** before (hedge funds, fast-moving VC-backed startups).
- ✔ **100% client satisfaction**, 5.0/5.0 score on clutch.co.
- ✔ **Tailored**, multi-stage, and multi-channel **rigorous recruitment process** (<3% of the initial candidate pool).
- ✔ Extensive network of pre-vetted **Google-level** developers.
- ✔ Ultra **transparent** way of work.

TRUSTED BY

**VARNER**

**Cubus**

 **SKYCATCH**

 **NOVARTIS**

REVIEWED ON

**Clutch**



5/5 | 31 REVIEWS



STRONG WORK EXPERIENCE FOR THE US STARTUP ECOSYSTEM

**techstars\_**

**idealab**

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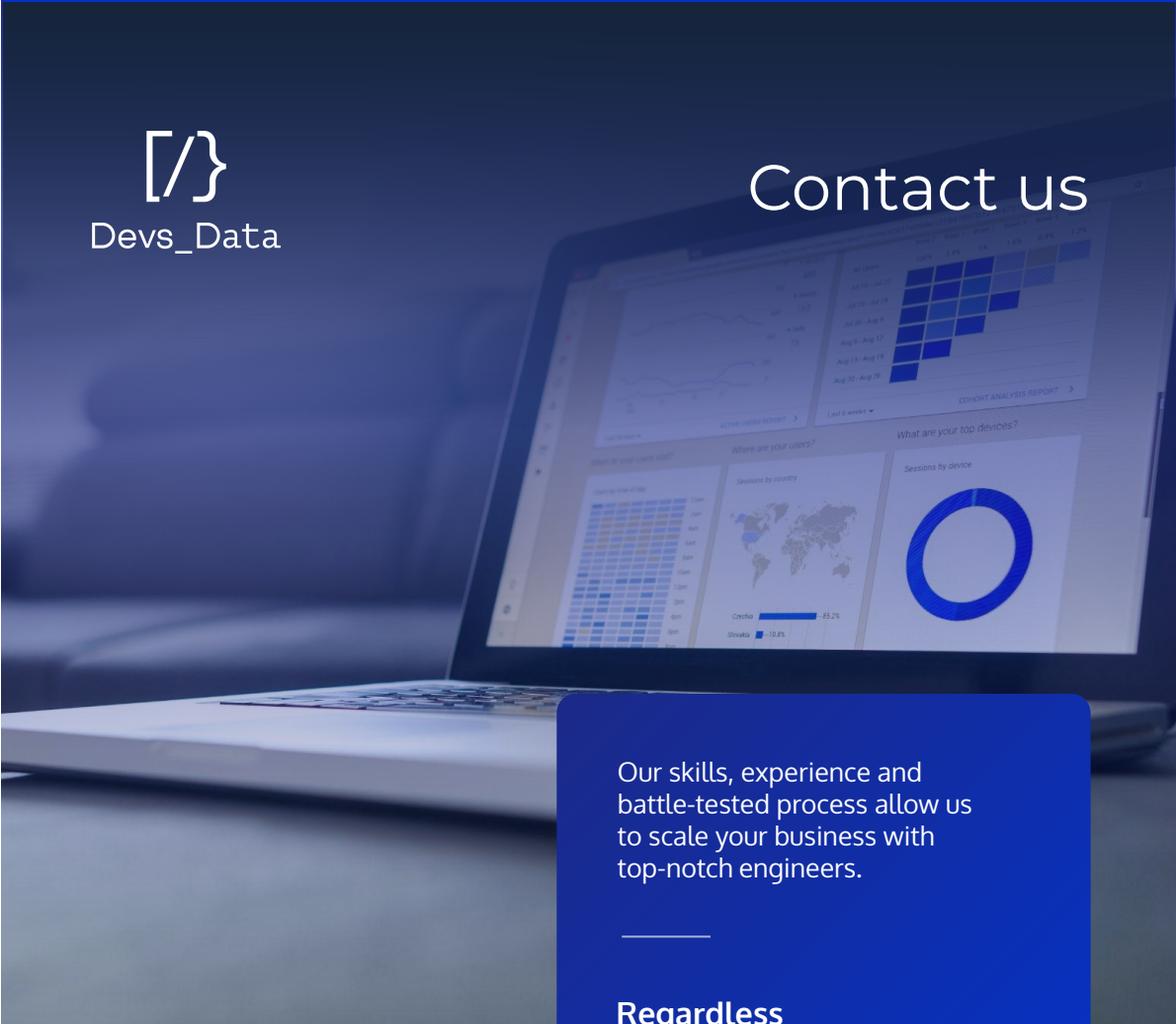
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You can find us here:  
devsdata.com



Devs\_Data

# Contact us



Our skills, experience and battle-tested process allow us to scale your business with top-notch engineers.

Regardless of your tech stack and location.

## Let's talk!



**Rated 5.0/5.0** by 31 clients



MEDIA MENTIONS:



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