

# Financial Services Recruitment

Helping solve the number  
one challenge: Talent



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## About us

Radical innovation, competition and regulation continues to disrupt the finance sector. Transformative technologies and fast-growing markets present ample opportunities, as well as risks. As banks, insurers, and asset managers grapple with significant change, they need to secure the right people to move forwards with confidence.

Selby Jennings are proud to be a leading specialist recruiter for banking and financial services. Founded in 2004, we help clients solve the number one business challenge: talent. Today, we provide permanent, contract and multi-hire recruitment solutions across specialist sectors including risk management, compliance, investment management, quantitative research and trading and financial technology.

## Our recruitment services

No two companies are the same, and neither are your talent needs. We offer a range of bespoke recruitment solutions so that, together, we can choose what works best for you. Whether you are looking for one person or one hundred to oversee a time-sensitive project or lead long term growth, we will deliver exactly the people you need, when you need them.

### Permanent

A company's strength depends on the sustained performance of its workforce. Selby Jennings delivers professionals who believe in your values and are committed to championing your corporate mission and vision for the long term. We offer retained and contingent recruitment services, tailored to your hiring needs.

### Contract

In the fast-paced world of banking and financial services, you need a flexible, responsive workforce that can adapt to your needs. Our extensive network of contractors and interim managers have the right aptitude and attitude to integrate seamlessly into your business to drive your short-term goals.

### Multi-Hire

As a trusted recruitment partner, companies choose us to source talent for their time-critical projects and long-term business functions. We use a consultative approach to understand and make recommendations for our clients' hiring needs and manage the recruitment process from source through to hire.



## Preferred Partnership Program

## Preferred Partnership Program

Accelerate your company performance with our bespoke partnership program.

As part of the Phaidon International group, we work alongside 70+ world-leading companies as a preferred recruitment partner to find the financial services talent they need to maintain a competitive advantage.

Alongside our key account management service, we keep our client community up-to-date with any changes that will shape the future of work or affect the hiring process.

## Our values

At Selby Jennings, how we work is vital to delivering a service that we can be proud of. We are guided by a set of five values that shape the DNA of our business and guide the behaviors of our people: equality, accessibility, reliability, choice, and specialism.



### Equal Opportunities

Merit should be the only deciding factor towards a job applicant's success. We open doors to align ambition with opportunity.



### Recruitment Beyond Borders

Always connect to a local specialist with a global perspective. We bring together talented professionals and industry-leading companies, wherever they are in the world.



### Global Consistent Service

World-wide, we invest in best-in-class recruitment technologies and training. No matter who you deal with, you will be supported by consistent, exceptional service.



### Real Choices

Recruitment should empower professionals and companies to make informed hiring decisions for their mutual benefit. We educate client and candidates about the opportunities available and challenge them to reimagine their potential, together.



### Specialist Recruitment Partner

Our consultants embed themselves into the very heart of their chosen field. As passionate experts, they are the first to know any challenges or opportunities that may impact recruitment and hiring in the tech industry.

## Our markets

In an industry that is characterized by the highest levels of competition, innovation and regulation, talent is the kingmaker for firms in banking and financial services. More than ever, businesses demand a workforce that can make bold, intuitive decisions that pull them into the future and ahead of the competition.

For more than 15 years, we have guided businesses through the talent acquisition process to secure the people they need, so they can focus on what really matters – leading from the front.

Our specialist teams provide recruitment services for:

- Corporate and Investment Banking
- Risk Management
- Quantitative Research and Trading
- Financial Technology
- Investment Management
- Sales and Trading
- Legal and Compliance
- Insurance and Actuarial
- Commodities

## Our markets

### Corporate & investment banking

- Transaction Banking
- Mergers & Acquisition
- DCM/ ECM/ Leveraged Finance
- Structured & Project Finance
- Relationship Management

### Risk management

- Market & Investment Risk
- Credit Risk & Fraud Risk
- Operational Risk & Enterprise Risk
- Risk Modeling/ Model Validation
- Third Party & Vendor Risk
- Data & Decision Sciences
- Audit

### Quantitative research & trading

- Analytics & Research
- Data Science
- Algorithmic/ Proprietary Trading
- Quantitative Investment Strategies
- Desk Quants & Strats

### Financial technology

- Software Development & Engineering
- Infrastructure & IT Support
- Web & Mobile Design
- Data Science, AI & Machine Learning
- Fintech Sales & Marketing
- Program & Product Management

## Investment management

- Portfolio Management & Investment Research
- Private Equity & Debt
- Business Development & Marketing
- Investor Relations & Client Services
- Wealth Management

## Sales & trading

- Fixed Income
- Foreign Exchange
- Equity
- Commodities

## Legal & compliance

- In-House Legal Counsel
- Private Practice Attorney's
- AML/ KYC/ OFAC
- Surveillance & Due Diligence
- Advisory Compliance
- Employment, Contracts, Paralegal & Corporate Law

## Insurance & actuarial services

- Actuarial
- Underwriting
- Product Management
- Catastrophe Risk
- Data Science





A Phaidon International brand

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