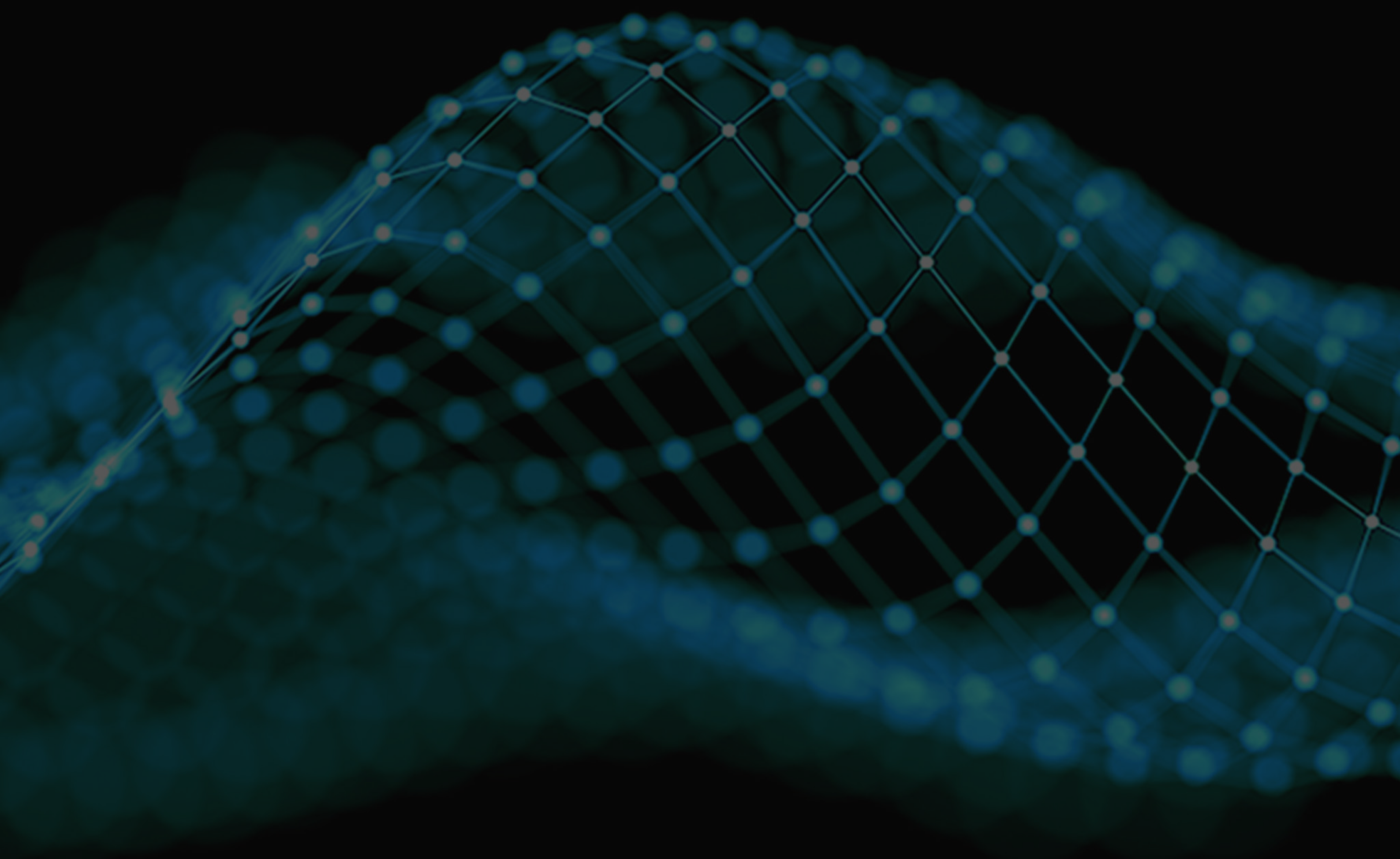
WebberFox

A recruitment consultancy for Mathematicians

Investment Banking – Quantitative Researcher, Equities & Hybrids, Vice President



The Mandate:

- We have worked with this tier-one, US Investment bank for over a decade. They approached us to find a Quantitative Researcher with experience in Exotic Equity and Hybrid derivatives.

- The business was an area for strategic growth. Our client, a newly hired head of the team, was keen to bring in someone with experience of a European Equity derivative business.

The Search:

- This role required a balance of asset class understanding, mathematical skills, coding ability in C++, and derivative product knowledge. This resulted in a significantly restricted candidate pool with the desire to focus on European experience further shrank the population of suitable candidates.

- The role itself was very broad, with a clear route to Directorship. Furthermore, the group had a good reputation both internally and externally.

- We met, pre-screened and briefed each candidate, providing them with an opportunity to learn about the role and bank; and for us to evaluate their understanding of the strategic importance of this role.

- We limited the shortlist to four individuals. Each was invited for interview and our preparation ensured they knew the backgrounds of the people they were meeting and what the topic and tone of the conversations. This put us in a good place to be able to feed back to the client any questions or concerns they had prior to the interviews.

The Outcome:

- All four candidates were taken through the process to late stages and the two who were most suitable for the role were selected for a final half day.
- This resulted in one candidate being offered and accepting and joining the team.
- The other candidate being invited back six months later when a new headcount was signed off, and the client was able to fill both roles with one process.

For more information and all enquiries please contact the Webber Fox team at team@webberfox.com
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