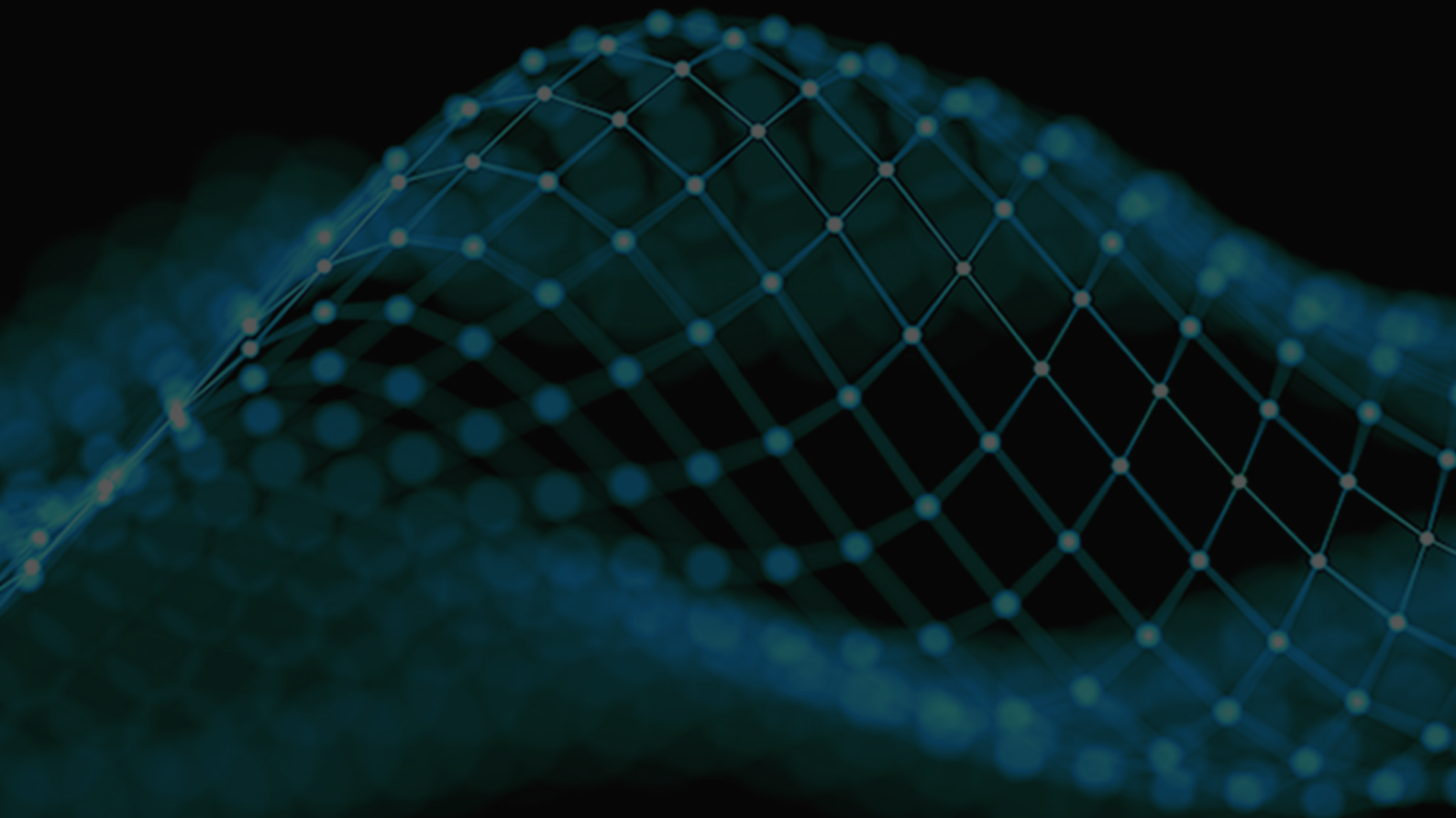


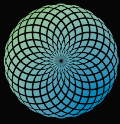


WebberFox

A recruitment consultancy for Mathematicians

High Frequency Trading – Quantitative Strategist





The Mandate:

- We have an established relationship and track record with this market leading liquidity provider/ high frequency trading company.
- As with all hires, this company required exceptional skills in Mathematics, problem solving, financial markets and coding
- The business is growing their market share in Foreign Exchange with an emphasis on high level, high frequency trading strategies.

The Search:

- Through a briefing with our contact, we gained a clear understanding of the business, team, role and opportunity on offer. We agreed that given the discreet nature of the client, we would perform a 'below-the-radar' search.
- Focusing primarily on existing relationships, we targeted individuals at direct competitors. We kept the name confidential, but were able to ensure high calibre people were interested.
- We shortlisted six CVs and interviewed four of them. At this stage we were able to disclose the client to the candidates and we briefed them again to go through the role and opportunity in more detail.
- All of the candidates had relevant product knowledge and professional experience and possessed the high-level, low latency coding skills that matched our client's infrastructure.
- Each candidate was provided with full disclosure on what will be expected of them as well as documentation on a range of HFT theories to ensure they were able to engage in dynamic conversations with the client.



The Outcome:

- The client found that two of the candidates had the technical capability required for the role.
- The first pick stood out from the group. They had worked in a competing HFT company, had a comprehensive understanding of the models and how to create alpha.
- The candidate liked the team ethic, the collegiate structure and the ability to work on their own strategies, so took this role, albeit after completing their six months non-compete.

For more information and all enquiries please contact the Webber Fox team at team@webberfox.com or call us on 020 3056 5555