



WebberFox

A recruitment consultancy for Mathematicians

Data Scientists, Team build out,
Global Investment Bank.





The Mandate:

- A long-standing client of Webber Fox invited us to pitch for the build out of a team to act as an internal consultancy for this multinational global investment bank.
- The team which would look to provide A.I. solutions to the entire Bank & Wealth Management revenue streams.
- Utilising a wide range of machine learning techniques & applications, the business would form an all-encompassing data science team which could provide state-of-the-art solutions to digitally optimise and revolutionise how the bank operate in a large range of different disciplines.
- The positions were highly research orientated and diverse in their requirements.

The Search:

- Although we knew the Bank well, this was the first incidence Webber Fox had worked with this particular MD. As such, we had an in-depth, deep dive meeting to agree the range of skills required, the different profiles and the subsequent career trajectory that these roles would offer the successful candidates.
- The client wanted to focus on candidates with PhDs specifically in advanced predictive modelling, due to the implicit research exposure. This was to be combined with strong working experience of implementing Deep Learning algorithms to complex, real-world problems. The target companies included tech giants and niche companies within FinTech space.
- There was a specific focus for one of the roles on candidates with experience in Fraud Modelling, NLPs, face recognition and applying predictive analytics tools for logistical problems.



- We utilised our network of Machine Learning and AI specialists that we have been building since 2010 when the concept of truly enhancing banking practices with AI really started. We were able to quickly generate a long-list of over 15 individuals who had the skills and experience to make them serious contenders.
- We conducted face to face meetings or video briefings with all of the prospective candidates and so we were able to deliver some pre-screening for the client, using client designed questions to test their practical experience with NLPs, Regression & Clustering Modelling, and work with the likes of Tensorflow / NumPy.
- By overlaying the technical awareness questions with a thorough investigation of the individuals' current motivations, drivers for moving and interest in this opportunity, we reduced the long-list of approximately thirty down to eight candidates for the short list.

The Outcome:

- Ten candidates went through a four stage interview process, gaining a full understanding of the challenges and rewards on offer and getting a chance to demonstrate their skills and experience.
- Three candidates were offered roles and accepted. Of the remaining five candidates, one was offered a role in a different team in the trading division of the same bank off the back of this process.

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