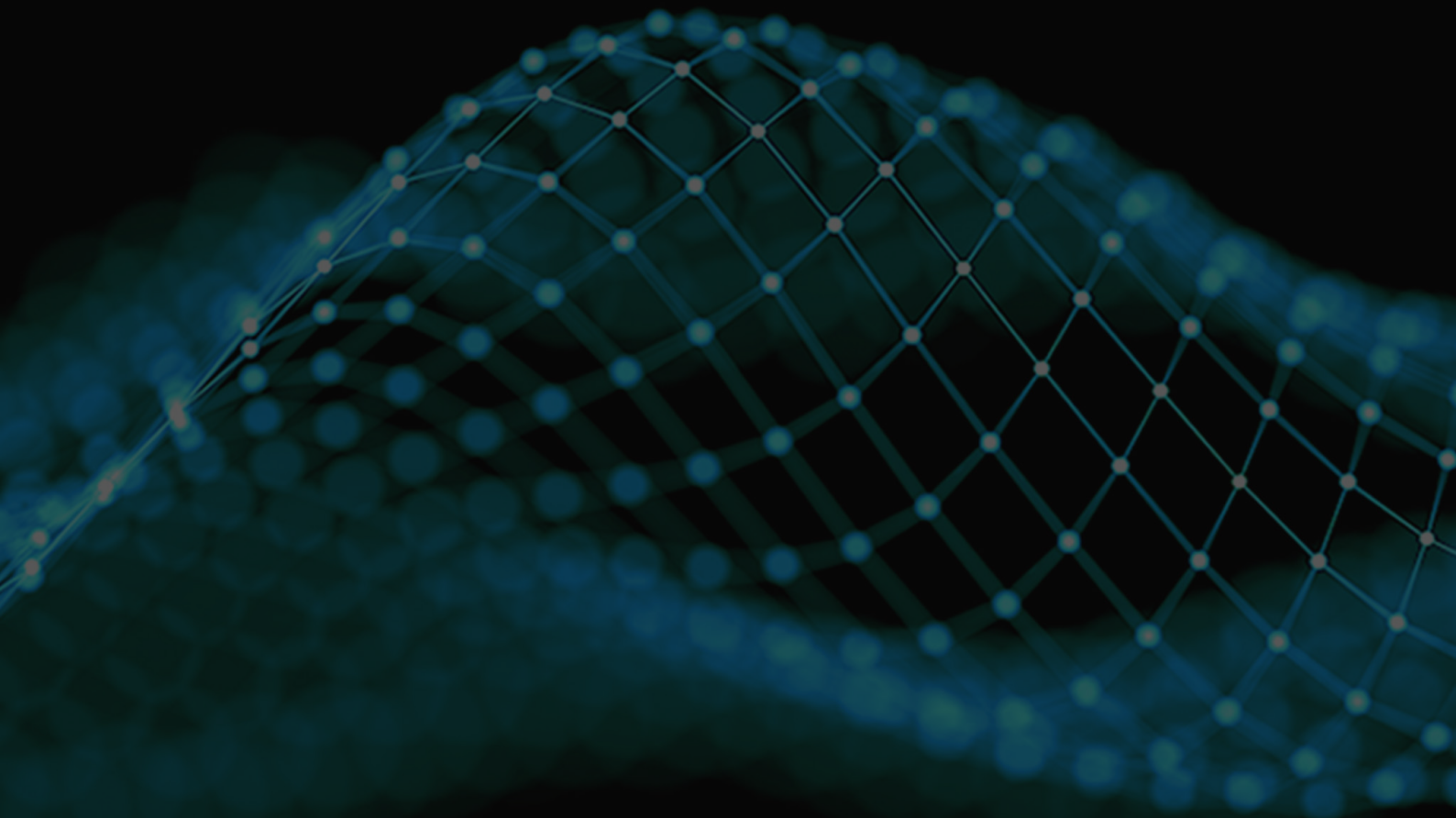




WebberFox

A recruitment consultancy for Mathematicians

Investment Banking – Quantitative Model Risk, Vice President



- The Mandate:**
- We were given this mandate at a new client on the back of an existing contact of ours changing institution and working with HR to sign us up to the new company.
 - This was a unique institution with one of the more diverse and interesting portfolios of products in the market. The client was tasked with building a market leading Model Validation team.
 - The team needed individuals who were not only technically excellent, but also comfortable in a multi-asset environment and who could evolve and drive forward a new function.

- The Search:**
- Webber Fox focused the search on similar institutions where it was most likely to find individuals who were comfortable with the broad asset class coverage; working in an environment where their role was wide ranging, and where they would have experience of interacting with senior stakeholders across a variety of business streams.
 - Webber Fox targeted individuals in banks who had recently been through large change projects in the Risk Modelling space. Such a hire would be best placed to deliver the short & medium term plans for this team.
 - The candidates were met to provide them with an opportunity to learn about the role, the recruiting manager, and the bank. This allowed us to evaluate their understanding of the challenges of a role in a team with open mandate.
 - As the role was new and the specification was evolving throughout the process, Webber Fox met the client several times and each candidate before each interview round to ensure communication between all parties was clear and current.



The Outcome:

- As often happens, the candidate who was the closest match for the role specifications wasn't the best candidate for the team. This candidate had completed a very similar project. Whilst that would mean they had useful skills, both they and the client were concerned that they would not benefit from personal career development in this role.
- The candidate they ultimately hired had relevant experience in terms of quantitative risk and multi-asset class exposure. But this role would offer them the opportunity to assimilate senior stakeholder interaction which would push them personally. As such this candidate was deemed to be a better overall fit.
- This candidate was offered and accepted and is now leading a sub-team which they helped build.

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