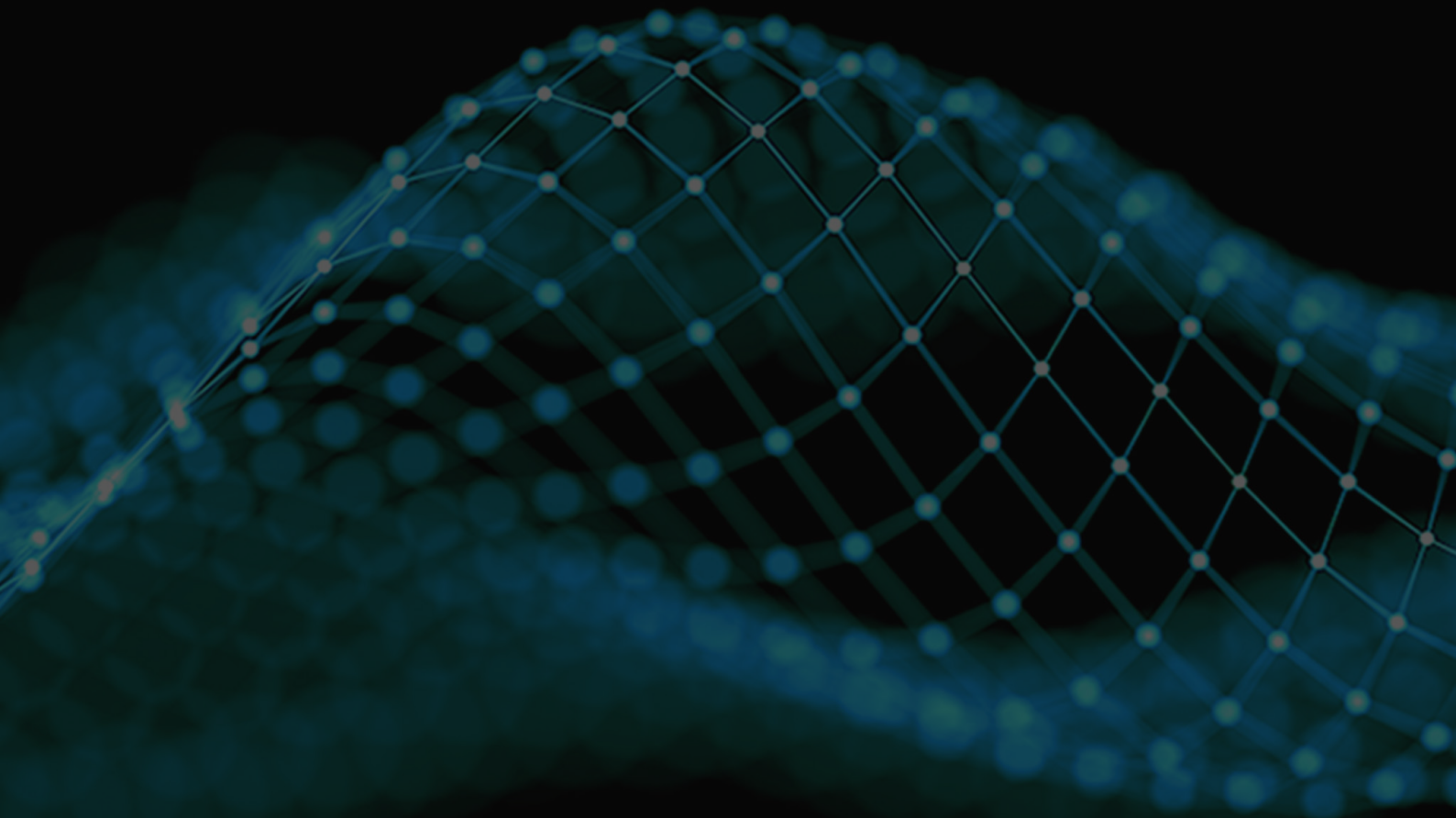




WebberFox

A recruitment consultancy for Mathematicians

## Investment Banking – FICC Quantitative Developer



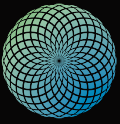


### The Mandate:

- This role was a replacement hire for someone who had moved internally. A candidate we had placed in the team three years earlier had moved into a pure quantitative team. The client had given us the opportunity to replace with somebody similar.
- The client needed a strong Quantitative Developer with experience of large-scale software design within a financial context, Exceptional C++ (11/14/17) and be proficient in the Linux development environment. This needed to be combined with a good of understanding Interest Rate products and of Stochastic Calculus and other mathematical concepts.

### The Search:

- Although Webber Fox have previously placed in this team, we had a full brief from the client to ensure we have the most current understanding of the opportunity.
- Having worked the incredibly competitive Quant Developer market for many years, we have a strong market map of the potentially suitable candidates. As such we were able to immediately contact relevant candidates, matching this role and opportunity to what they were seeking in terms of career development, financial compensation and work-life balance.
- We had meetings with all candidates to ensure their situations had not changed and we were able to represent the role and the house effectively.
- Our work resulted in five individuals being short-listed and interviewed. Given the competition for talent in this market it was paramount to maintain focus of all parties on the process and to move forward quickly once the correct candidate has been found.



**The Outcome:**

- This was a difficult mandate and so despite all efforts, the client did lose one candidate to a competitor before they could finalise on an offer.
- However, given the strength of the short-list of the candidates we had found we were able to revert to the second choice. That person was offered and proved to be an excellent fit with the team.

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