

Scaling a Fintech Team: How Expert Technical Recruiting Drove Growth

“ThorTech continually exceeded expectations, their technical vetting process is intensive – but even more importantly they invest a lot of time with their clients throughout the process to deeply understand your culture and the types of people who will thrive on the team. This is what sets them apart from other recruiters I’ve worked with in the past.”

– MANAGING DIRECTOR, CLIENT

Problem

A longstanding client of ThorTech’s in the fintech space needed to scale its existing development team to continue providing innovative solutions in the capital market space but did not have the technical recruiting expertise to find the right candidates. They were in need of a Senior Java Engineer with an established fintech background to add to their team. While technical skills and industry experience were extremely important to our client, culture fit was just as important. The client was looking for an engineer who would be able to contribute technically, but also continue to grow the heavily collaborative, learning-focused culture that their engineering team thrives on.

Solution

ThorTech sat down with the client to review the technical requirements as well as get a deep understanding of the client’s culture, mission, and values to ensure we were aligned with the kind of candidates who would excel in this role. ThorTech sourced, recruited, and placed the role in one of the most challenging hiring markets for technology in recent years. (2021)

Outcome

Bringing in ThorTech’s expert recruiting team allowed the client to find the perfect candidate for their role with minimal interruption to the team so that they could continue to focus efforts on building out their suite of fixed-income market solutions. ThorTech’s intense technical vetting process results in a 90% conversion-to-hire rate across all roles, freeing up our clients’ time to focus on revenue-generating activities.



About Thortech

ThorTech Solutions, a New York-based software engineering and cloud consulting firm with over 22 years of experience, provides services such as application architecture, DevOps infrastructure, managed services, and staffing to help accelerate business initiatives.

Our team focuses on putting ourselves in our customers’ shoes, delivering business objectives by leveraging the best technologies, and optimizing costs along the way.

To learn more, visit www.thortech-solutions.com or email us at sales@thortech-solutions.com



Placements

Full-Time/Permanent

- Senior Java Engineer

Technologies

- Java
- AWS Cloud
- MongoDB
- Linux
- Docker
- RDBMS

Client Information

Our client is a fintech leader in the fixed-income capital markets, offering front-to-back support for firms both big and small. They utilize their industry and technical expertise to deliver simple solutions to complex problems. Our client aims to empower customers to take advantage of an ever-changing landscape by being ahead of industry trends.

Vertical

- FinTech/Software – Fixed Income Trading

Industry

- Financial Services

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