Why finding fintech talent is harder than ever

Secrets of Fintech Talent Acquisition

Fintechs need top people to grow. But hiring the right talent is one of their toughest challenges.

See why hiring is so tough ›

1

Big Changes in Fintech

Fintech companies used to hire fast with lots of money. Now, investors want proof of profit, lower costs, and strong teams. Talent is the key to success.

2

Why Talent is so Hard to Find

Fintech needs people who get both tech and financial rules. These experts are rare. Other big companies want them too, making hiring very tough.

3

Speed Versus Quality

The best candidates get job offers fast. Fintechs must decide quickly or lose out. Long interview rounds make people drop out. Hiring slow can cost a lot.

4

Not Just About Money

Fintechs can't always pay the biggest salaries like banks do. They often give company shares, but explaining how these work is hard. If share prices fall, it's even harder.

5

Diversity Matters

Few women work in fintech, especially as leaders. Old company cultures and no flexible hours make it worse. This limits ideas and weakens teams.

6

Getting the Right Leaders

The top job at a small fintech is different from the top job at a growing one. Hiring leaders from big banks doesn't always work. Many leave early, costing time and money.

7

Vacancies Cost More Than You Think

Leaving important jobs open slows down the business. Bad hires are worse. They often quit or cause others to leave. Each lost day adds up in dollars and missed progress.

8

Smart Ways to Find Talent

Recruitment partners know how to find hidden talent. They search for people not looking for jobs and spot skills others miss, even in other industries.

9

Why Your Story Matters

Fintechs can stand out by sharing what makes them special. This means clear job paths, fairness, and real teamwork. When people see your values, they want in.

10

Clear and Fair Hiring

Simple, fair interviews help avoid bias. Using clear checklists for each job makes faster and better decisions. This keeps good people interested.

11

Choosing the Right Recruitment Model

There's no one way to hire. Small companies use recruiters who only charge if they find someone. Bigger ones use recruiters long-term or for just executives. The right partner saves time and money.

12

Hiring from Anywhere

Remote work lets fintechs hire globally. Using special companies called EORs helps hire in new countries fast, without legal trouble. It’s cheaper and opens up more talent.

13

Technology Makes Hiring Easier

Tools powered by AI help sort through many job applications quickly. Automated checks make sure candidates are not risky, saving time and preventing mistakes.

14

Fintech is Many Things

Hiring is different for each type of fintech company. Some need top engineers, others need compliance experts. The search must fit the exact business need.

Get your talent strategy right

Simon Yensen – IT8 Recruitment

Fintech Growth Needs Smart Hiring

Hiring right is the secret to winning in fintech. Pick the right partners, act fast, and build strong teams for real growth.