

HOW TO MANAGE YOUR CAREER IN FINANCIAL SERVICES AND TECH VIRTUAL CAREER EVENT

June / 2023



Recruiters engage with top tech professionals at eFinancialCareers virtual event

As financial institutions push ahead with digital transformation plans, requiring them to invest more in technology, they are also facing a chronic shortage of tech candidates that threatens to stifle their ambitions. Recruitment agencies in the finance sector are looking for tech talent to fill out these job vacancies within big tech firms, startups, and companies across a range of other sectors.

To help recruiters in the UK region stay ahead of the game in this challenging job market, eFinancialCareers held a Virtual Career Event on June 15, **How to manage your career in financial services and tech**, that provided recruiters with unique access to hundreds of tech professionals at the pre-application stage.

Leading recruiters were able to chat online in real-time with a diverse group of jobseekers across the UK, and then bring them forward for interviewing, pipelining, or screening. The event also allowed some of the recruiters to speak on panel sessions and showcase their career advice and company cultures to a large candidate audience. This report reviews the highlights of the 'How to manage your career in financial services and tech' career event, and outlines how it benefited both recruiters and candidates.

Leading recruiters in the tech and financial services sector

Job seekers got the opportunity to meet top hiring recruiters on the same day, all from the convenience of their home office. **12 leading recruitment firms** showcased their company brands and job opportunities via virtual booths. More than **2,600 professionals** were registered during the four-hour event.



Large numbers of skilled tech professionals

More than 2,600 tech professionals registered for the virtual career event."

More than 1,250 tech professionals attended the event, all keen to find out more about the participating recruitment firms, explore their virtual booths, and apply for the jobs that were uploaded on our virtual platform.

1-2-1 chats prescheduled on our platform

Candidates' profiles were shared with the attending top recruiters in advance for them to be able to send chat invites to the candidates who matched their jobs criteria. By doing so, candidates knew which recruitment firm they were going to talk to and could prepare for their 1-2-1 chats in advance. Candidates could also browse and apply for the open positions that each firm posted within the virtual environment.

Engaging chats leading to further interview stages

72% of candidates were rated 'positive' by recruiters."

On the day, we saw a significant number of conversations between job seekers and recruiters, with the possibility for candidates to be shortlisted and invited to the next interview stage.

Recruiters were also able to showcase their career opportunities, promote their employer brands, and answer questions about their hiring needs and working cultures.

A significant majority of job seekers were rated positive – i.e. strong enough to interview, pipeline, or screen further for recruitment.

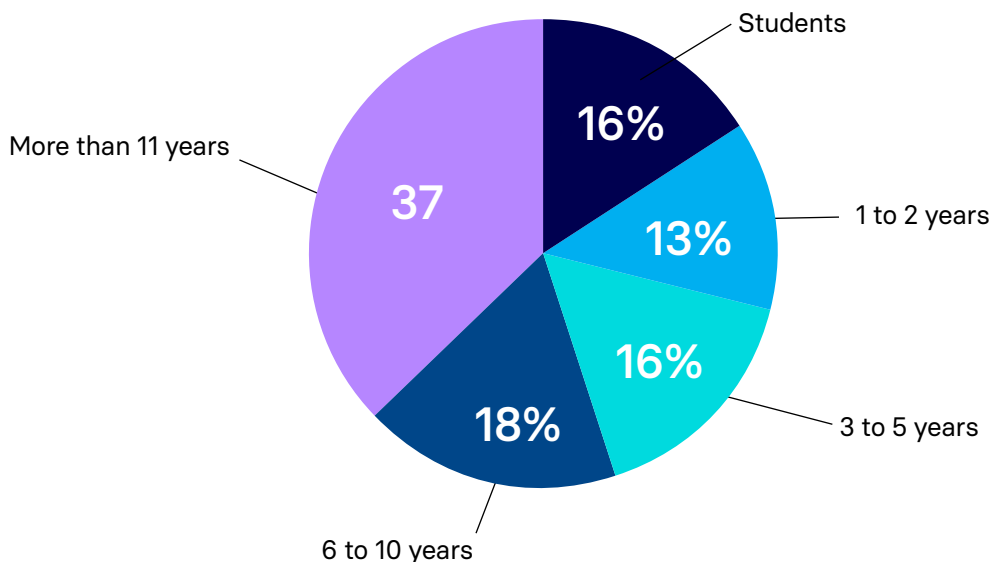
Broad skill sets

The virtual career event gave recruiters access to professionals from across a wide range of job functions.

- Data Analyst
- Product Lead
- Director/Head of Technology
- QA Engineer
- Software Engineer
- Scrum Master
- Data Scientist
- Technical Consultant
- Business Analyst
- Quantitative Analyst
- Technical Lead
- Software Developer
- Full Stack Developer
- DevOps Engineer
- Application Developer
- Technical Support
- Consultant
- Project Manager
- Cyber Security Engineer
- Accountant
- Cloud Engineer
- Front End Developer
- Senior Project Manager
- Investment Analyst
- Data Architect
- Database Administrator
- Trader
- Finance Manager
- Java Developer
- Quantitative Developer
- Python Developer
- Web Developer
- Software Architect
- Systems Engineer
- Programmer
- Retail
- Research Analyst
- Auditor
- Customer Service Advisor
- Application Engineer
- Programme Manager

Wide range of experience levels

Recruiters had access to tech professionals across a range of experience levels, including senior specialists. The largest percentage of event attendees had 11 years' experience or more.



Exclusive interviews

Candidates got inspired and gained valuable insight on careers in financial services from representatives of CassonX and Compliance Recruitment Solutions.



James Manders

James Manders is a tenured Financial Services Recruiter and Business Owner of CassonX, London's only specialist Operations and Middle Office recruitment company. With key expertise in the experienced hires market for smaller to medium sized institutions on the buy-side or sell-side, CassonX assist clients and candidates ranging from those starting their careers through to COO level, on a permanent, contract or interim assignment.

[CassonX](#)



Jason Ellis

With 5 years financial services recruitment experience and 10 years working within Operations and Middle Office roles, Jason brings comprehensive industry knowledge. With key expertise in the experienced hires market for smaller to medium sized institutions on the buy-side or sell-side, CassonX assist clients and candidates ranging from those starting their careers through to COO level, on a permanent, contract or interim assignment.

[CassonX](#)



David Symes

David was Deputy Head of Compliance for a FTSE 100 Insurance & Investment Group (now part of Axa) then in 1997 he set up Compliance Recruitment Solutions, only employing former Compliance Officers to fill AML, Audit, Compliance & Risk roles globally. He runs the Institute of Chartered Accountants Compliance Group, twice been a studio guest on LBC on Compliance matters and has spoken on AML & Compliance careers to both ACAMS members (having chaired ACAMS UK chapter from 2013-17) and undergraduate classes.

[Compliance Recruitment Solutions Ltd & Symes Collins](#)

Watch on-demand

Positive feedback from both recruiters and candidates

“My first virtual event (outside of multi user Video conference) and it was an informative experience, and engaging system. Well setup, with a great lineup of recruiters and companies. I particularly liked the easy to find aspect of the jobs each offered currently, and the social wall was a nice touch for delegates to share info, news, or a like of the event.”

[Job seeker attending the event](#)

“It was a great experience. Lots of information and a really good, innovative layout with the lobby and auditorium etc.”

[Job seeker attending the event](#)

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