

Employers engage with top tech talent 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. Employers in the finance sector are competing for tech talent not just with each other, but also with big tech firms, fintech startups, and companies across a range of other sectors.

To help employers in the EMEA region stay ahead of the game in this challenging job market, eFinancialCareers held a Virtual Career Event on June 8, *EMEA Tech Professionals*, that provided recruiters with unique access to hundreds of tech professionals at the pre-application stage.

Recruitment representatives of leading companies in the financial services sector were able to chat online with professionals across a variety of sought-after functions – from cyber security to data science – and bring them forward for interviewing, pipelining, or screening.

In this report, we review the success of *EMEA Tech Professionals* and look at the key reasons why it added value for both employers and candidates.



Leading employers in the finance sector

Job seekers got the opportunity to meet top hiring companies on the same day, all from the convenience of their home office. **Ten leading organisations** showcased their employer brands and job opportunities via company booths. More than **1,000 unique booth visits** were registered during the three-hour event.





Large numbers of skilled tech professionals

More than **230 tech professionals** across EMEA attended the event, all keen to find out more about the participating companies, explore their virtual booths, and apply for the **over 100 jobs** that were uploaded on our virtual platform.

More than 230 tech professionals attended

The event saw a high attendance from job seekers based in the UK, with many others coming from European countries such as France, Germany, Switzerland, the Netherlands, and Belgium.



1-2-1 chats prescheduled on our platform

The virtual platform allowed candidates to visit employers' booths eight days before the live event. During this early-access period – May 30 to June 6 – they could make their profile stand out by sending requests to recruiters for a 1-2-1 conversation about their work experience during the event.



Engaging chats leading to further interview stages

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.

76% of candidates were rated 'positive' by recruiters



Broad skill sets

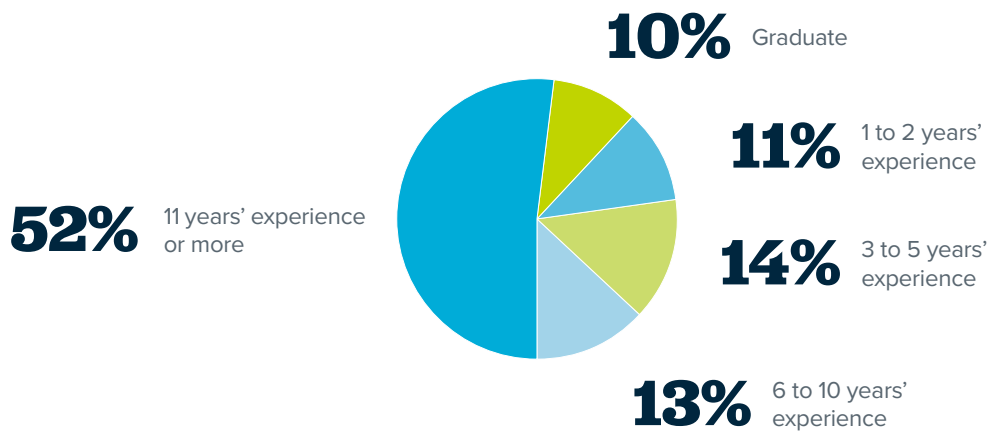
The virtual career event gave employers access to technology professionals across a wide range of in-demand roles:

- | | | |
|---|---|---|
| <ul style="list-style-type: none">• Application Developer• Application Engineer• Business Analyst• CIO/CTO• Cloud Engineer• Cyber Security Engineer• Data Analyst/Scientist | <ul style="list-style-type: none">• Database Administrator• Director/Head of Technology• Full Stack Developer• IT Manager• Java Developer• Product Lead• Programmer | <ul style="list-style-type: none">• QA Engineer• Scrum Master• Software Engineer/Developer• System Administrator• Technical Consultant/Lead/Support |
|---|---|---|



Candidates from all experience levels

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



Positive feedback from attending companies

Recruiters shared positive comments after the event, for example:

“ The platform was great. I enjoyed talking to a number of candidates and thought the setup was excellent. We would probably manage it slightly differently from our end going forward – I think having one of our team solely dedicated to managing the group chat would be beneficial as that was quite busy early on, but between us we managed to speak to a bunch of really strong candidates, and have already received a number of applications and have leads to follow. Overall I really enjoyed the day, and I'm certain we will convert some of the conversations to actual hires, so I'm very happy! ”

Ian Pellington, Sourcing Lead, Santander

“ We had a great time on the day. Plenty of follow-up actions left, but it was really good to link in with some candidates. Some niche skillsets there for us as well! ”

Recruiter from company attending the event

Take part in our upcoming Virtual Career Events

Following the success of *EMEA Tech Professionals*, eFinancialCareers is running further Virtual Career Events in the UK, Europe and globally, allowing recruiters to engage with skilled tech and finance professionals who are actively looking for their next career move.

- Our unparalleled expertise in finance and technology gives you the opportunity to screen, engage and recruit top talent – either in a single location, or from the comfort of your home office.
- Save time and effort in your recruitment journey.
- Remotely connect, interview and hire with confidence, speed and efficiency.

[Browse our upcoming Virtual Careers Events](#)

[Contact us](#)