



***CUSTOMER SUCCESS
FINTECH***

Antal International Network

HOW PERFORMANCE BUILDS TRUST

WWW.ANTAL.COM



THE CLIENT

Europe-headquartered start-up SaaS FinTech company that provides a global scale Forex remittance that enables instant foreign exchange remittances and payments through API driven Integration.

THE ROLE

Manager – Quality Assurance



THE ASK

A candidate with diverse expertise in banking, finance, Forex, and treasury operations.

The challenge intensified as the client niched down the requirement to forex exchange, cross border payment experience and the specific financial service entities with whom they should have dealt with.

URGENCY

The role was critical for their business expansion in that region.

It was also open for 4 months, and multiple candidates were interviewed already.



HIRING STRATEGY

Antal's Four Way Methodology which aims at combining the best of passive and active candidates was deployed.

BEING AGILE

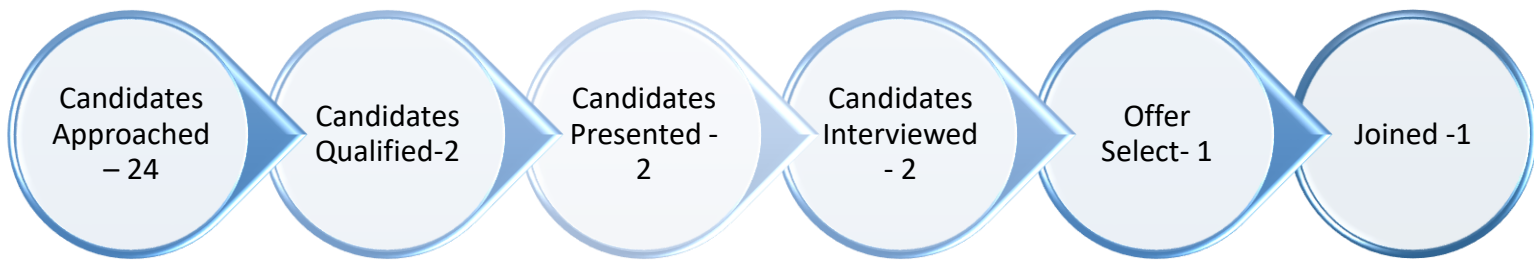
- As other candidates presented from different sources were already in the interview pipeline, time was of essence. The search started immediately.
- Even though the budgets were a constraint, there was an even stronger conviction that a great candidate client will overcome the budgetary constraints the client



INTERVIEW PROCESS

Well defined interview process with technical, leadership, culture, people fit assessment, motivation and aspirations and the HR round.

KEY METRICES



SPECIFIC CHALLENGES

- Not enough candidates who would meet all the factors on the Ask.
- Very tight budgets.

TOUCH POINTS

The candidate was kept engaged through conversations, exchange of knowledge, industry insights, in person meeting with both the recruiter and the client, debriefing etc.



THE OUTCOME

The candidate migrated from Ireland to Dubai and joined the client with 40% higher compensation than their actual budget.

KEY LEARNINGS

Filter criteria like (Compensation, location, and notice period) are guidelines not rules. Positioning of the candidate vis a vis the role helps overcome such constraints.



WHY SHOULD YOU WORK WITH US?

- If you want to take the guessing game out of your hiring cycle.
- If you want realistic advice on the market realities and talent landscape.
- If you believe that talent is an organization wide conversation.
- If you want to achieve your business plan.

ABOUT ANTAL CHENNAI, ABHIRAMAPURAM

The office partners for fulfilling the talent needs within IT broad spectrum of Technology clients, as well as for companies in the Banking, Financial Services, Insurance (BFSI) and Healthcare (HC) sectors.

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