**Top Skills**

* Experience in mandate skills: Core Python Back-End Development (Preference 5 + years but ok to consider strong Python folks with 2 + years of relevant hands-on experience with good logical thinking capabilities)
* Good to have:
  + Django/Flask
  + API Development
  + Front End - Angular JS
  + In memory databases like Redis, Elastic search, Kibana,
  + Cloud, DevOps - Jenkins, Ansible
  + Machine Learning, Deep Learning on CNN/RNN for text recognition from image, Python 3.x, boosting and classification algorithms, NLP

**Project Details:**

MOT – Market Operations technology – this line of business works into innovations and Change the bank initiatives; this group is responsible for all R&D and POC’s to be implemented real time.

Multiple Inhouse automation projects on Linux Environment. They have many projects that they are working on – Core python projects from scratch & also Re-useable components i.e. enhancements. The person joining these team will get to work on multiple projects.

* + Optical Character Recognition – Production Phase - (Data extraction from Image and PDF Data sources) and make meaningful information of the data extracted. They are working on documents related to trade reconciliation’s, here multiple documents into different formats gets automated to same format and they scan the readable and important information from the different datasets into meaningful information – majorly using Natural language processing. Also, this is a ML project, the candidate will get to do lot more research since this OCR projected is used to process the data saved in the form or PDF, images or other formats and structure it into 1 common format. Here Data is processed in multiple forms like images, pdf and all, which is unstructured, and this application will extract text data from these files. Once they have got data, they bifurcate it into wanted and unwanted data and Then to convert this data into relevant information, several ML and NLP algorithms are being used. Then this information is being used by the business to do predictive analysis. This team has been continuously involved in bringing new development and innovation in the project. Currently, they are trying to develop a module where whenever you proceed a document, you fill document and whatever details are there, those details should be processed through QR code. Whenever you scan the QR code that details will automatically pop up into your device.
  + ML Based Exception matching
  + Security Services
  + NLP Based Email Management
  + API Based Core system data extraction

Python –used majorly for data processing, Data Matching i.e. data purification before it goes to pre-processing.

These are long term projects and would easily run till 2022 end as there are a lot of automation projects coming up and facing a spike of work

**SAM : Smart affirmation and Matching** – built the project from scratch . There are two criteria’s

: 1st affirm and then do the matching.

             During the transition between client and HSBC, the funds gets debited from HSBC and Credited to client so there should be 2 entries i.e. in foreign exchange, so they had to send manual email to client what has to be affirmed, so they send email manually and the client will revert to disagree agree and then they will do actual settlements, currently they have automatic mailers from systems, so they will mark status as affirm not affirm then do the settlements ,earlier was manual and now automated. There are Enhancement requirements currently, he has 70-80% covered with the project and now it is enabled for 6 to 7 clients. However now will enable to 500-600 clients.

Tech stack – UI in Django and BE in Python, servers are in REST, Deployed on Linux, Many Libraries – DB Connectivity, MYSQL, PostGress, SQL, Storing the data in I database.

Team – 3 people in SAM

**SIRE** – Reconciliation. They have the trade amount matching, match debit and credit balance, many systems connected like TLM. Then they perform data preprocessing and then apply ML for Transaction matching

Tech Stack: Python in BE, PostgreSQL, Django and few ML Part which is written in Python.

Responsibilities  -Requirement gathering, development, testing, deployment, research, end to end – more on python BE and API development and FE in Django Development and Connecting to Database – PostgreSQL.

Why is the Position Open?

This project is for the internal business stakeholder - HSS

1 Backfill + 15 Additional Positions

Looking to onboard 10 in Feb and 5 Resources in March

As they have certain immediate critical deliverables, they have asked us to keep our search open for immediate Python Candidates across India.

They are now flexible where certain people in the team could operate remotely through VDI from any location.

Would prefer if the person could relocate to Pune post 6 months but not a must have.

Employee Value Proposition

* Scratch Development Projects – End to end exposure. Pioneering work –opportunity to work from scratch, standardization across MOT and make reusable components of it.
* Opportunity to work on huge industrialised absolute development Regulatory Python Projects with Microservice Architecture, Django Framework, and opportunity to learn Angular on the Front-end. Possibility of ML NLP exposure in the long run on need and performance basis.
* Resource would not be restricted to one project but would have to the opportunity to contribute and deliver within the timelines to the multiple areas of Automation and Robotics. Freehand to come up with new technologies and ideas on how they could contribute. HSBC has fearless work culture where they will get a chance to work free hand under a fearless culture.
* Google Cloud Platform
* Team is known for Single click deployments and 1200 releases
* HSBC is the only Financial institute which is investing so much in IT transformation. They are completely transforming the existing legacy systems to new systems. Now there is also a division called “Innovation Lab” which is more of a R&D division of HSBC and develops new products to optimize the performance of HSBC towards its stakeholders. Develop new products for HSBC internal use.
* HSBC is following IT matured model and not typical banking process.
* Candidates will get to solve complex business challenges and sensitive systems and will get a chance to work on large data size.
* Is the best Financial Institute to be a part of since there is no difference between FTC & FTE. No differentiation between FTE and FTC resources – Equal opportunity to put forth improvement and automation ideas and receive the credit for the same.Everyone working in the team get the same challenging work, same trainings etc. to ensure that the product is performing well. Every candidate is an individual contributor and takes ownership of their work. Once candidate onboards, they get 2-3 weeks training about the project and process of HSBC.
* Candidates will get a chance to work on agile and Devops environment.

Business Challenge this Hire Helps Solve and Business Impact if the Role is Filled/Not Filled

This project is with for the internal business stakeholder - HSS. This is for the reconciliation module of HSS where MOT is providing the service.

They are onboarding some accounts and they are working with the reconciliation data where they check and verify the account details and see if it has some validation. By doing this the MOT reconciliation team is solving a big challenge of HSS of ensure the data verification process. The resource will be using Python to automate the repeated tasks since the reports has to be generated daily as well as the backend of the application is built on the same.

Current Business Challenge: Bandwidth issues with respect to the upcoming work

Work Environment (Including Culture of Hiring Manager, Team, and Company) and WH&S (if applicable)

Culture of HSBC is always same with each team / manager. They look for resources with low ego,

Self-critical, who has ownership quality, who takes accountability of their deliverables, dynamic in nature and ready to work on any new tools / technologies as per the project needs.

They look for people who are open for feedbacks, open to learn and who think out of box.

The team is more Flexible and Free hand. The resource can own the module and use the best way to deliver the bug less product. The team is more experimental and innovative. The resources should be more proactive and open to learn.

Qualifications and Experience Required

People from good Python Development Background

Experience Range:  3 + years

Performance Expectations and Measurements

On project delivery and behaviour.

Learnability

Accountability

Ownership & Proactive approach

The performance is evaluated based on the work and behaviour.

Also, the resource should be self-learner, proactive & energetic.

Expectations from the Resource:

* + Technically sound -Work as an IC with Minimum hand holding
  + Own testing and Releases – DevOps Methodology
  + Proactive
  + Problem Solving approach

Interview Information

Interview process:  2 Rounds.

Interview Process:

* + Round 1 – Python Coding (Zoom)
  + Round 2 - Purvesh Kulkarni and Amit Managalwedhe (Discussion and practical implementation (Zoom)

H.M: Hari Iyengar

Technical Architect: Amit Mangalwedhe - Senior Lead Consultant Specialist - Market Operations

Technology

Purvesh Kulkarni - Senior Consultant Specialist - Market Operations Technology

Shift: General shift / UK shift

Current State of Hiring Process (Competitors or Client Working on Job?  Date Client Opened Position Internally?  What has Been Done to Fill up to this Point?)

Open for TEKsystems, Synechron and CG.

Additional Information

JD:

|  |  |  |
| --- | --- | --- |
| **Requirement Reference -** |  | **Job Code:** |
| **Hiring Manager** | HARI IYENGAR | |
| **Department** | GBM | |
| **Sub Department** | Market Operations Technology | |
| **Project Name** | Finance Reconciliations (ARCS – Accounting, Risk & Control Services) | |
| **Role** | Full Stack (Python) developer | |
|  | **Must have Technical Skills**   * 4+ years of experience in hands-on development using Python   **Good to have skills :**   * The role also involves * Experience in Machine Learning is preferred. * Experience UI design using HTML, CSS, JavaScript. Knowledge of AngularJS, HTML5, Bootstrap is preferred. * Experience of Continuous Integration (Pex/Pants) & Delivery (Ansible) of Python is preferred. * Experience of Open Source Schedulers (Luigi/Airflow/Pinball) is preferred. * Experience in Micro services design in Python is preferred. * Experience in Docker, Kubernetes using Python is preferred. * Proven track record in developing application capability in highly configurable application environments. * Good communication and documentation skills worked on large and complex code base. * Perform analysis and prepare high level and / or low-level design documentation using the available requirements and functional documentation. * Low level design documentation includes creation of a mapping documentation or a file specification or a pseudo code. * Should be able to work in an agile way with diverse stakeholders and perform system development work, which can include both the development of new functions and analyses changes to the existing on-going live system. * Facilitate issue resolution to ensure that the release schedule remains on track and that functional issues are solved through appropriate, agreed solutions. * The role also requires supporting end to end processing i.e. till the changes are implemented in live systems or may require performing post implementation support. * Good understanding of Agile methodology and development   **Techno-Functional Skill Requirements:**   * Hands on experience on tools and technologies * Python (Pandas, NumPy, nltk etc.) * UI Framework (Flask/Django) * Open Source Schedulers (Luigi/Airflow/Pinball) * Machine Learning (Classification Algorithms) * Containerization (Dockers), Container Orchestration (Kubernetes) * Hands on experience on any of the leading databases and PL/ SQL. * Proficient in working on constructing the High-Level Design. * Domain knowledge on finance systems preferably under the banking domain.   **Behavioral Skills:**   * Ability to self-learn and contribute to new tool/technology * Strong interpersonal and problem-solving abilities. * A self-starter, self-driven, capable of analyzing systems & sourcing documentation & taking ownership of the deliverables assigned. * Ability to converse effectively with business and IT. * Good written and verbal communication skills & a good team player. | |
| **Additional Essential Experience**   * Experience in agile delivery mechanism. * Any DevOps tooling experience would be an added advantage. | |
| **Additional Key skills**  **General:**   * Previous experience in Banking and Finance domain.   **Personal Skills**   * Ability to deal with frequent changes. * Must be able to work independently with minimum guidance. | |
| **Working Hours: 9 to 6:30 and extended as per project requirement** | |