

Career Services & You

FinTech





Becoming Employer-Competitive in the FinTech Industry

Career Services Uses an Employer-Driven Curriculum

What kinds of questions do you ask FinTech candidates during a technical interview?

Coding exercises using HackerRank. We ask them to walk through a project while explaining the steps they took to complete the work.

What do you need to learn to work in the FinTech industry?

Python, SQL, algorithms, statistics, modeling, and machine learning

What career materials do you need in order to be competitive in the FinTech market?

GitHub, resume, LinkedIn

How many years of experience do you need to work in the FinTech industry?

0–1 year of experience



What kinds of questions do you ask FinTech candidates during a technical interview?



“Process design and specific algorithm questions, but without any hard required answers...[we’re] mostly looking to see if candidates can explain how they think about the problem and can understand ideas that we propose.”

Python is a core language for J.P. Morgan's Athena program and Bank of America's Quartz program.

J.P.Morgan



BANK OF AMERICA



“Everyone at J.P. Morgan now needs to know Python, and there are around 5,000 developers using it at **Bank of America**. There are close to 10 million lines of Python code in Quartz, and we get close to 3,000 commits a day.”

—*Kirat Singh*



As of June 2018, Citigroup has joined the growing list of investment banks that want its analysts and traders to have strong Python coding skills. In July, the group added Python training classes to a curriculum for recently hired bank analysts.

Survey: FinTech Employers

When making hiring decisions and looking at candidates with non-traditional backgrounds:



70% said they rely on **coding interviews**.



64% said they look at **coding repositories and portfolios**.



96% said they **don't require a finance degree**.



27% said they **don't require a bachelor's degree**.

In-Demand Skills



88% said that Python is one of the most in-demand skills for their team.



70% said that algorithms, statistics and modeling, and machine learning are in demand.



47% said AWS is one of the most in-demand skills for their team.

We're Hiring!

88% of employers surveyed said they were hiring in the next six months for jobs like:



Data scientist



Quantitative analyst



Financial applications developer



Cryptocurrency expert



Research analyst



Financial user experience designer



Business intelligence analyst



Portfolio manager

Career Services: An Employer-Driven Curriculum

Current State

Different for all learners

Employer-Ready

Resume with clearly articulated FinTech skills, experience, and credentials

LinkedIn with FinTech skills, experience, and credentials

GitHub portfolio showcasing FinTech projects

Employer-Competitive

Resume with FinTech skills, experience, and credentials

LinkedIn with FinTech skills, experience, and credentials

GitHub portfolio showcasing FinTech projects

Readiness for **technical interviewing**, including whiteboarding

Additional **online proof** of technical skills

Employer-Driven Examples

Current State

Jerry has a resume that he used to get his current job. He hasn't updated it in six months.

Jerry has a very bare-bones LinkedIn that doesn't mention FinTech or his recent experience.

Jerry had never even heard of GitHub.

Employer-Ready

Jerry's updated **resume** and **LinkedIn profile** feature his new credentials, technical skills to attract applicant tracking systems (ATS), and links to his portfolio projects and online publications about FinTech. Jerry's profile coach helped him create it!

Jerry's **GitHub portfolio** showcases ten or more projects featuring Python, machine learning, blockchain, and more.

Employer-Competitive

Jerry's updated **resume** and **LinkedIn profile** feature his new credentials.

Jerry's **GitHub portfolio** showcases ten or more projects.

Jerry has practiced **whiteboarding** and is ready to show off his new skills in **interviews** with multiple stakeholders.

Jerry has a searchable **HackerRank score** that he is raising every week to assure employers of his technical skill.

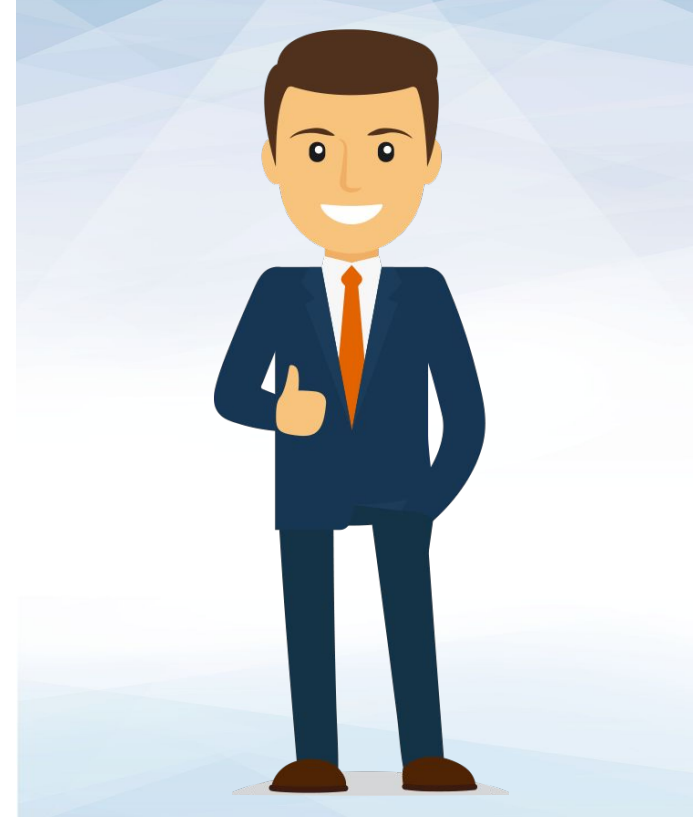
Jerry's Journey to Becoming Employer-Competitive

Jerry's Career Services Journey

Jerry has just joined the FinTech course and wants to become competitive in the job market.

He's not sure whether he'll try for a promotion in the near future or transition jobs.

Either way, Jerry knows he needs to set himself up for success so that he's prepared for the future.



Employer-Driven Resume Criteria

What do employers look for when considering candidates for roles in FinTech?

- **Coding knowledge:** Candidates who can show that they have an array of technical skills like Python and SQL are considered competitive in the FinTech industry.
- **Projects:** Candidates who list programming projects that focus on machine learning on their resumes are considered employer-competitive.
- **Excitement about the industry:** Because FinTech is an emerging industry, companies look for candidates with ambition and enthusiasm for the field. Crafting a **brand statement** that shows this will make you employer-competitive.

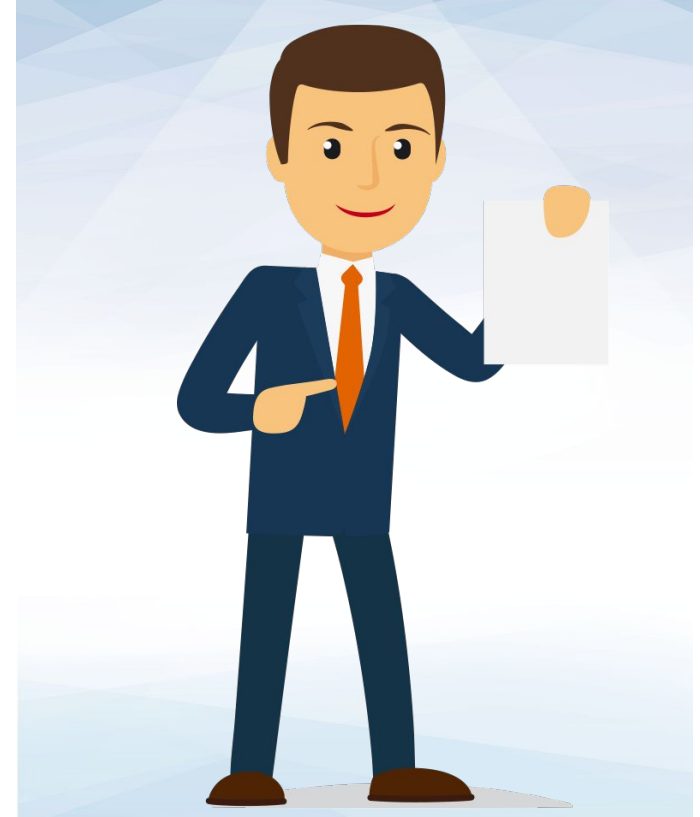


Jerry's Resume

Jerry is unsure of how he should change his resume to incorporate his new skills.

In class, he learns about the important components of a competitive FinTech resume. He then submits a rough draft to his profile coach on BCS.

His profile coach works with him to make sure his resume meets industry standards.



Jerry's "Before" and "After" Resumes



Jerry's resume
before submitting it to his
profile coach for review



Jerry's resume
after submitting it for review



Activity: Jerry's Resume (Before & After)

Discuss the following: When comparing both resumes, what were some of the components that made Jerry employer-ready? What components of Jerry's resume will help employers get excited about him as a candidate?

Suggested Time:
5 Minutes



Jerry Now Has an Employer-Ready Resume!

Jerry worked with his profile coach to understand how employers look at FinTech resumes. They worked together to create a resume that will grab employers' attention!

Jerry is now considered **employer-ready**! But he still wants to become employer-competitive, so he signs up for several [employer-competitive workshops](#) offered by Career Services to learn strategies and best practices for any future career move.

**Jerry is confident
in his ability to succeed!**



Test Your Knowledge



Why was Jerry only considered **employer-ready** after working with his profile coach to create an employer-driven resume?



What does Jerry need to do to make himself **employer-competitive**?

Video: Career Services



[Career Services: Your Partner in Success](#)



Whether you're upskilling or changing your career, it's important to set yourself up for success.

Who's ready to become employer-competitive?



Questions?