

JOB SHADOWING PROGRAM 2.0 ASSESSMENT

CASE STUDY INSTRUCTIONS

Please read the following instructions carefully before beginning your assessment.

Assessment Overview

This case study assessment is designed to evaluate your ability to analyze real-world scenarios using critical thinking, relevant frameworks, and subject-specific knowledge.

Case Study Format

You will be provided with a case scenario followed by a series of structured questions. These questions may cover areas such as analysis, evaluation, recommendation, and reflection.

Response Requirements

- **Answer ALL questions** provided in the assessment.
- Provide clear, concise, and well-structured responses.
- Support your answers with evidence from the case study and, where appropriate, relevant theoretical models or concepts.
- Use bullet points, diagrams, or tables where helpful, but ensure explanations are sufficiently detailed.

Submission Guidelines

- Submit your completed assessment as a **PDF or PowerPoint Document**.
- Include your name and email address on the front page
- Submit your responses by June 18th, 2025 via email to Talentacquisition@interswitchgroup.com

Academic Integrity

- This assessment must be your **own original work**.
- Plagiarism or collaboration with others is not permitted and will be treated as academic misconduct.

Assessment Criteria

Your answers will be assessed based on:

- Understanding of the case
- Application of relevant concepts and theories
- Quality of analysis and critical thinking
- Clarity of communication and structure

Case Study Brief – Nexora Fintech

Navigating the Future – A Strategic Leap for Nexora

Background:

Nexora Fintech is a fast-growing, innovation-driven company operating across Asia, Africa, and the Middle East. Known for its success in digital payments and micro-lending, Nexora is evolving into a global tech leader

They have recently restructured, brought in a new executive team, and invested heavily in five strategic areas:

- Cybersecurity
- Project Management
- Product Management
- Data & AI
- Talent Management

Your Role:

You have been hired as a **strategic consultant**. Your task is to choose one capability area and develop a bold, practical strategy to help Nexora become a global leader in that space.

Your Mission:

Analyze Global Gaps & Trends

- What's changing in this area globally?
- Where are the opportunities for Nexora?

Assess Nexora's Current Readiness

- What are the strengths, gaps, and risks internally?
- Look at people, tools, processes, and culture.

Propose a Strategic Model

- How can Nexora lead in this space long-term?
- Think: innovation, scalability, risk, talent, and KPIs.

What to Submit:

Prepare a concise strategy proposal or executive slide deck with:

- Global trends + key opportunities
- Internal assessment summary
- Strategic model or roadmap
- Success metrics and recommendations
- Diagrams or frameworks (optional but encouraged)

What We're Looking For:

- Strategic thinking
- Realistic and actionable ideas
- Use of frameworks (e.g., SWOT, PESTEL, 7S)
- Business relevance and insight