

**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