



About us

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Who are the Harrington Starr Group? Our Heritage

Harrington Starr was established in 2010 and has become the global leader in Financial Technology recruitment, insights and events. The business is based solely around the needs of the customer.

Global specialists in Financial Services Technology and Sales recruitment, Harrington Starr offer permanent, retained, interim, and contract solutions to over 700 of the leading companies in the world and many thousands of the globe's most talented industry professionals. Covering Investment Banks, Hedge Funds, Prop Trading Houses, Exchanges, MTFs, Market Makers, Brokerages, Trading Companies, Vendors and Consultancies, the company is ideally suited to connect world class talent with world class opportunity.

We strongly believe in authentic networking and being of service. With this in mind, our offer extends well beyond traditional contingency recruitment. White papers, commentaries, market information, networking introductions, consulting, video content and a series of events all combine as complimentary services aimed at delivering true partnership in deed as well as word.

A simple philosophy of brilliant basics allied to magic touches are complimented by three values that form the cornerstone of all we do:

Excellence

Confidence bred through an extremely experienced team with deep networks, extensive market insight and access and advisory capability.

Execution

Proven and trusted ability to deliver on the hardest to fill mandates and proactively ensure you get the right people for your business. We believe in full transparency and will tell you exactly what can and cannot be achieved.

Esprit de Corps

Working in genuine partnership in a relationship driven manner to help you grow your team with the right hires and your brand and network through events, insight, introductions and market intelligence.



Services and markets

Harrington Starr specialise in placing
people into the following roles:

Change Management

(BA/PM)

Object Orientated Development

(Python, Java, C++, C#)

Quants & Quant Development

BI, Data, Analytics

Front End Design & Development

(Javascript, HTML5, AngularJS & UX)

Testing/Quality Assurance

Application & Trade Support

Infrastructure, Cloud Computing, Networks & Cyber

Security

Sales & Marketing

(Software & Networks)

Senior & Executive Appointments

Methodology

The Harrington Starr Difference

Growing Teams

Our primary responsibility is getting the right people for the right opportunity.

Employing a community led approach to the market, we have used events and insights to create Financial Technologies deepest networks affording you access to talent that simply cannot be found elsewhere.

We believe in brilliant basics with a key focus on understanding: asking better questions to receive better answers. We believe in relationships, in kaizen and continuously improving the service we provide and be believe in the old fashioned values of respect and manners.

Using the Harrington Starr service benefits you by:

- Focussing on ensuring **quality** shortlists of the best possible candidates on the market
- Ensuring long term **retention** through getting the right long term fit for your business
- **Understanding** the pressures and needs of your recruitment situation
- Saving **money** through making the right hires the first time
- Working in **partnership** to take the pain away from your recruitment process
- Saving **time** by working our 48 hour process to ensure fast delivery of the right CVs

Our proven track record has shown time and time again that we are able to fill the hard to fill. Allow us to help grow your team.

Growing Brands

We believe in adding value to the Financial Technology community.

The Financial Technologist is our quarterly magazine that has helped over 200 FS companies showcase their business and provide thought leadership to 70,000 readers every month. We can help you PR your latest releases and company news to an engaged market.

Harringtonstarr.com is a destination website where we allow our customers to provide press releases and company information. Alongside our regular market commentary and strong social media channels we have helped many brands showcase their businesses.

HStarrTV is our newly launched interview channel for thought leadership and company announcements. Help us showcase what you have to say on the key aspects of Fintech.

Growing Networks

Our events, The Fintech Influencers and The Financial Services Technology Breakfast have helped senior professionals in FS grow their networks since 2013. We have seen over 1000 delegates meet at Harrington Starr events and boast an impressive track record of companies who have done business together owing to these introductions.

We see introductions as our moral obligation and our consultants are trained to connect the industry. We'll help with business introductions between vendors, consultancies, end users, VCs, investors and angels. We can help startups with the best legal and accounting advice and always look to put good people together.

Your Success. Our Business.

This isn't just a strapline, it's a deep seated ambition to do things better and to ensure that our methodology is founded on improving the business of everyone we work with.



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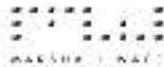
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Our clients

Our 4 main customer networks include: Fintech Start-ups and Disruptors, Consultancies, Vendors and Service Providers and End Users (Banks, Hedge Funds, Trading Houses, Exchanges, Brokerages etc).



Your success. Our business. Testimonials



Adam Eaton, Sales Director

Introduction

I've been at Pulsant for 14 months after joining from Equinix where I was for 5.5 years. I joined Equinix in a sales role before moving to team lead and then ran the new business team. My focus has been on building the new business team at Pulsant and how to run it in a very changeable market. Times used to be, you could call up and educate potential prospects now, everyone is self-educating so the focus has moved to marketing led sales because people are educating themselves. This is why it is so important to have a corporate brand and personal brand so you can engage later in the sales cycle. 2015 at Pulsant was spent implementing that strategy and moving the new business sales team from transactional, phone-led sales to solution-based sales. That has coincided with a change in direction for Pulsant and we now focus more on cloud and hybrid IT as opposed to co-location which is what we were known for 2 years ago.

Scenario

I have developed a strong personal relationship with Andy, one of Harrington Starr's consultants, from my time at Equinix where he was recommended to me by a colleague. We have since kept in touch through the years and every time I have a role I go to Andy. I had a couple of agencies with a specific brief and then I would have a separate conversation with Andy.

Action

We would normally catch up to chew the fat and discuss the industry and it is here that I get the true value from Andy and Harrington Starr. It's not just about a job spec, by catching up on the market, it allows me to make recruitment decisions based on what is happening in the industry and, budget allowing, I can bring people into the process further on in the process as I know Andy understands what I look for in a personality and professional, negating the need for a first round interview. I rarely need to provide a job spec as such with HS, I rather base it on Andy's judgement and what the market is saying at any given time.

Differentiator

When recruiting my last hire, I never provided a job spec. Instead, the discussion was based on personalities and as Andy knows me and the company it allows us to skip the first interview stage whereas I don't have that personal relationship with other agencies and they are, therefore, less successful. Andy being willing to take the time and update me on the market allows for a quicker recruitment process.

Networking Events/Publications?

I mentioned the importance of building a personal brand earlier and Harrington Starr's publication, The Financial Technologist, allows me to do that whilst also shedding light on Pulsant as a company and differentiating us as thought-leaders in the space.

Your success. Our business. Testimonials



Elizabeth Coleman
Head of HR (UK, Italy & Asia)

Introduction

We have worked with Harrington Starr since 2010 leveraging their expertise in the financial technology and market data sectors to fill a range of positions from sales to development, support to infrastructure across the SIX Group. I have found the consultants to be pleasant, diligent in their approach and have always felt that I can trust them to find the best candidates.

As a leading business in the financial services sector, SIX hires only the very best talent which requires our recruitment partners to have exceptional networks and candidate attraction methods whilst ensuring that they represent us to the highest standards - Harrington Starr consistently deliver to these requirements.

Scenario

Over the years we have hired for a number of senior positions to help facilitate our growth and Harrington Starr has been hugely successful in placing a number challenging roles including our Head of Corporate Bond Sales and European Head of Data Operations.

Action

It is a testament to their professionalism and approach that they can deliver to these hard to fill roles in such a smooth and timely fashion.

Result

We work hard to ensure that our recruitment partners are well informed about our business and are able to convey this to prospective candidates. Harrington Starr consistently delivers us candidates that arrive for interviews with a clear understanding of our culture, our key drivers and what makes us a great place to work. This makes life easier for our hiring managers and ensures an outstanding ratio of interviews to placements.

I highly recommend Harrington Starr and looked forward to our continued relationship going forward.

Your success. Our business. Testimonials

CAPITA | Employee Benefits

Philippe Marti,
Quality Assurance
Practice Lead

Introduction

I am the Quality Assurance Practice Lead for Capita Employee Benefits. I manage a team of 10 QA Engineers who ensure the quality of our Benefits and pension management website.

Capita Employee Benefits is a part of Capita Ltd. We provide award-winning pensions and employee benefits solutions. As one of the leading consultancies in the UK, our specialist knowledge and expertise ensures we create innovative solutions which can make a real difference to your business and your employees.

Scenario

We needed to recruit highly specialised engineers with a specific set of skills and qualities. And all this on a very short timeframe. My director had already a good experience with HS and put you to the task of finding these QAs as soon as possible.

Action

In the past, I was dealing with Elise El Ouardi who was excellent. After her departure, I feared a lag or a drop in the influx of CVs as well as in the follow-up. I was definitely mistaken: Charlie took over and picked up everything where Elise left off and brought it even further.

Differentiator

What differs from the other recruiters is the time Charlie spends for me (I consider myself a very demanding client). I like to cast a wide net and then be very picky and other recruiters give up on me quickly when they see that I will be more time-consuming than other customers. Charlie doesn't give up and is an example to his profession.

The client relationship I have with Charlie (or I had with Elise) is simply unmatched in the industry.

Result

I simply would never had enough time to do what HS provides. Over the years, I was able to recruit excellent (and even sometimes outstanding) engineers who made significant contributions to my team.

Your success. Our business. Testimonials



Tom Woollard,
Europe and Asia
Managing Director

Introduction

Tom Woollard is the Europe and Asia Managing Director at Edge Technology Group. Edge Technology Group is a Managed Service Provider supporting the Hedge Fund space worldwide. With seven locations across Europe, Asia and the US including London, Singapore, Hong Kong, San Francisco, New York, Austin and Greenwich, they continue to work 24x7x365 to deliver the performance fund managers demand.

Scenario

As of September 2016, we will have been in the UK for 5 years and by that time we will be approaching 50 staff having started with just myself. Prior to launching Edge, I had a couple of recruiters from my time working with a hedge fund, they were very different to Harrington Starr, that did help me, in the early days at Edge, find some very senior people who have formed the core executive team to this day. Where they shot themselves in the foot was their short sightedness with regards to our growth aspirations. They insisted on charging high fees per hire without recognising I was not a hedge fund, I was still trying to grow a business and that it would be in their own interest to see the long-term growth strategy and to work with me not just on a personal level but as we grew into something bigger and better. As they were unwilling to bend or accommodate us moving forward so it was then that we went to market.

Working with Harrington Starr

Our first interaction with Harrington Starr was through a senior member of the team who was very good. He saw the potential in what we were doing and that it was a very prominent time in the service provider space where we now see a whole range of FS clients leveraging service providers in one form or another. He gave us that long term partnership projection which revolved around fair rates and partnership and was rewarded with the fact that [Harrington Starr] has now positioned over 50% of the team.

The future

We have been working together for some time and the main thing for us is the recruitment service that HS provides and that is huge in itself. We have grown very quickly; I think we will continue to grow over the next 5 years in a similar vein if not quicker, so finding someone who can meet that requirement is crucial. We don't work with any other agencies because we know exactly what we are going to get and we have had relatively low staff turnover with people we have got so far. One of the things you do very well for us is put people in front of us who are already a good social fit, from a client facing perspective as well, everyone I meet I could envisage working and fitting in so it then is just a question of technical ability, experience and suitability which is everything we want from a recruitment relationship.

Our sister companies.

Harrington Starr Executive Search



Harrington Starr Executive Search was launched in September 2016 covering:

Retained Search

Unique, tailored solutions with consultative and strategic advice including in-depth benchmarking and competitor analysis. We help you identify, hire and retain the right type of talent to facilitate growth and allow your business to thrive.

Talent Advisory

- **Talent Mapping:** Working with you to identify and plan for long term talent acquisition to help your business grow.
- **Financial Benchmarking:** Running financial analysis to assess market competitiveness.
- **Market Mapping & Competitor Analysis:** Detailed market overviews and full insight into the competitor landscape.
- **White Papers:** Bespoke, tailored reports and whitepapers prepared to add insight into key market pressure points.

Proven areas of delivery include:

Senior Strategic Hires across Financial Services Markets covering Buy Side, Fintech, Markets, Risk, Sales, Infrastructure, Regulatory and Finance.

Searches we have successfully fulfilled include CEO, CTO, CRO, CFO, FD, COO, Board Advisory, Head of Operations, Trading, Head of Sales, Managing Directors, Origination, Structuring and Portfolio Managers.



Our sister companies.

North Starr

North Starr
The Authority in Tech Recruitment

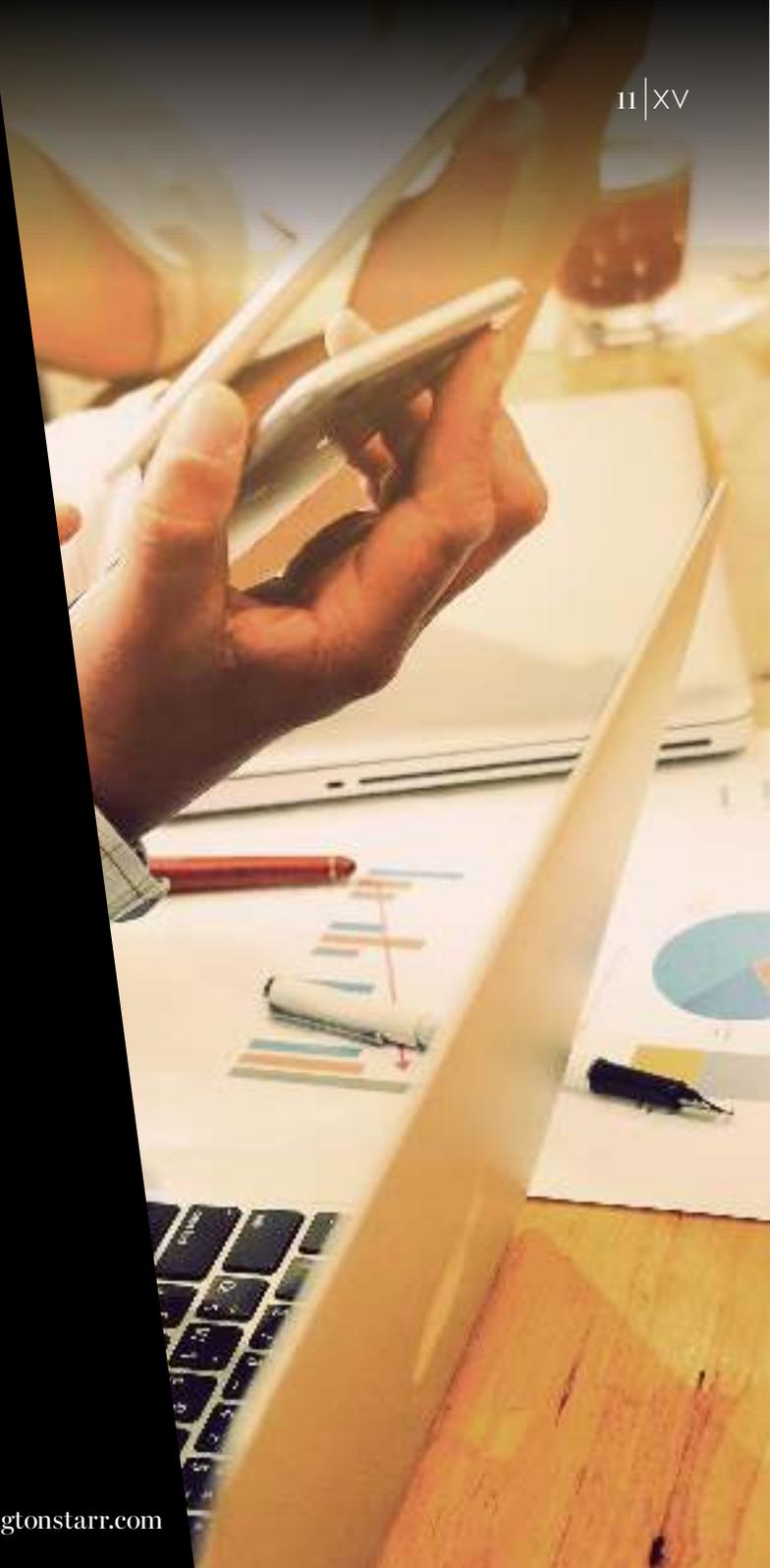
The Authority in Tech Recruitment. Staying true to the group's founding principle of "excellence through understanding" the service is founded on a bedrock of research and deep questioning.

Working with old fashioned manners and respect, we act as brand ambassadors for our customers and seek to bring simplicity and execution to the process.

Markets covered include:

- Software Development
- Networks/Telecoms
- Cyber Security
- Business Intelligence
- Databases
- Change (BA/PM)
- Web/Digital Tech
- Infrastructure/Cloud
- Microsoft CRM/ERP
- SAP
- QA/Testing
- Senior Appointments

Customers include disruptive startups and pioneers to established global brands ranging from ecommerce and digital to public sector, retail and technology vendors.





Meet the team



Toby Babb, CEO

Toby has worked with the world's leaders in financial services and commodities technology for seventeen years. Having led high performing teams for two listed, global recruitment brands, he saw the opportunity to build a pioneering, values based company that would work with customers to provide solutions and real value well beyond the traditional models on offer in the sector. He is a keen student of the world's leading teams and brands and passionate about elite performance organisations. Toby is a regular commentator on business, technology, employment and recruitment for the BBC and a blogger on FinTech and Commodities Trading systems.



Nadia Edwards-Dashti, Managing Director

A genuine market expert in the financial IT field, her customers have raved about her passion and desire to source the best talent in a highly competitive market. Nadia's ability to the extra mile for her clients and candidates has become the key to an incredibly successful career. Her team share an inspirational work ethic with a real desire to get to the best active and passive talent in the market place for their clients and the best opportunities to meet the needs of their candidates.



James Hounslow, Managing Director

James has been the leading figure in Commodities Talent for a decade and is widely respected as a world class source of meaningful insight for his customers. He now heads our rapidly expanding Commodities Technology, Change, Contracts and Financial Sales practices, working closely with clients from Houston to London to Singapore. His truly global network offers hiring companies access to the most outstanding talent in the industry and individuals looking for opportunity access to the world's leading career opportunities. James has an unrivalled love for trading systems and has been described by leading names in the field as possessing industry analyst level insight in the sector.



Meet the team



Harry Vane, Account Director

Harry has over 15 years of working in the Financial Technology sector and has forged a reputation by delivering service excellence to some of the most prestigious companies in the City. With a background combining Executive Search and Account Management, his remit is to deliver a World Class customer experience and continue to build the partnerships we have with our key clients. Harry's proven ability to bring the best out of accounts and extensive network in the FS sector have allowed him to grow a reputation as one of the go to figures in the sector.



Hari Sopal, Associate Vice President/Head Of Contracts

Hari started his career in recruitment in 2007 and has since built an outstanding network within the financial technology sector. He now heads the IT division of our contract and interim business and has a long track record of delivery into the World's leading trading and FS firms. Hari is passionate about meeting great people, connecting excellent companies within Financial Technology and ensuring the best applicants in the space secure the projects that help launch their career.



Elliot Parfitt, Associate Vice President

One of the first new hires into Harrington Starr back in 2011, Elliot has risen through the business and now leads our rapidly expanding Change practice. Elliot has a strong black book of the good and great in the Trading Systems sector and has become trusted partner to numerous Fast Growth FinTech firms. Elliot is building the change practice and is passionate about developing talent within Harrington Starr. His personal focus on senior talent has seen him make a series of prestigious hires in the City.



Meet the team



Tom Kemp, Associate Vice President

Another to have joined in the infancy of the business, Tom has risen through the ranks to now spearhead our Quantitative Trading and Research business. His reputation has been built on outstanding technical and industry knowledge and he is a fount of information in the FinTech and Trading space. Tom's meticulous attention to detail ensures that his clients receive nothing other than the best fit for their business and he is able to find the best opportunities for his candidates. A real go to man in Quants.



Rob Grant, Head Of New York

Rob heads our New York office where he focuses on placing Senior Sales Professionals in the FinTech and Trading Technology sectors. Originally having started working with Toby in 2000, Rob has built and led successful recruitment businesses globally for nearly 20 years. Rob joined to help mirror our success in Financial Technology out in New York where he is charged with building a fast growth business and capitalizing on our international relationships.



Tony Marshall, Managing Partner - HSES

Tony joins the Group to launch our sister company Harrington Starr Executive Search. Tony has over 25 years' experience in the FS Search space having built and grown successful teams and businesses many times over. His incredible network spans both the Buy and Sell Sides covering the USA, Asia and Europe. He brings extensive experience of managing strategic recruitment initiatives and consulting projects on behalf of a diverse range of financial institutions, working at Board level, including new market initiatives, and a track record of strategic hires for global and local business lines across client verticals.



details



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