

## CASE STUDY

# Chief Technology Officer for a FinTech Startup

A financial technology startup client turned to Hire Velocity to support their strategic hiring of a Chief Technology Officer in the United States.

## CHALLENGES

- Financial technology startup located in Canada was looking to replace the existing CTO that was not able to relocate after the company moved its headquarters to Atlanta, GA
- Potential candidates needed experience working at Fintech startup companies with rapid growth initiatives
- The new CTO needed to function as a strategic partner to the previous CTO based in Canada

## STRATEGY

- Connected with the company's CEO via a video call meeting to fully understand their needs and requirements to effectively source the right candidates
- Identified key opportunities for the new candidate and defined how they could fit into the client's culture and organizational structure
- Engaged a network of executives with technical and industry experience
- Held in-depth conversations with potential prospective candidates and presented 5 candidates

## RESULTS

- 4 out of 5 candidates presented were interviewed by the client
- 82 days timeframe from start of the engagement to successful offer acceptance by top candidate
- 100% Offer Acceptance Rate
- 100% hiring manager satisfaction rate

## AT A GLANCE

### CTO Requirements

- Experience with FinTech startups
- Strong leader
- Ability to grow company
- Hands-on experience with the "latest and greatest" technologies

### Results

- Time to fill: 82 days
- Interview Rate: 80%
- Offer Acceptance Rate: 100%



The experience with the Hire Velocity Executive Search team was amazing.

The team was extremely responsive to our needs. Their immediate attention and action are highly valued.

### VP of HR

FinTech Startup