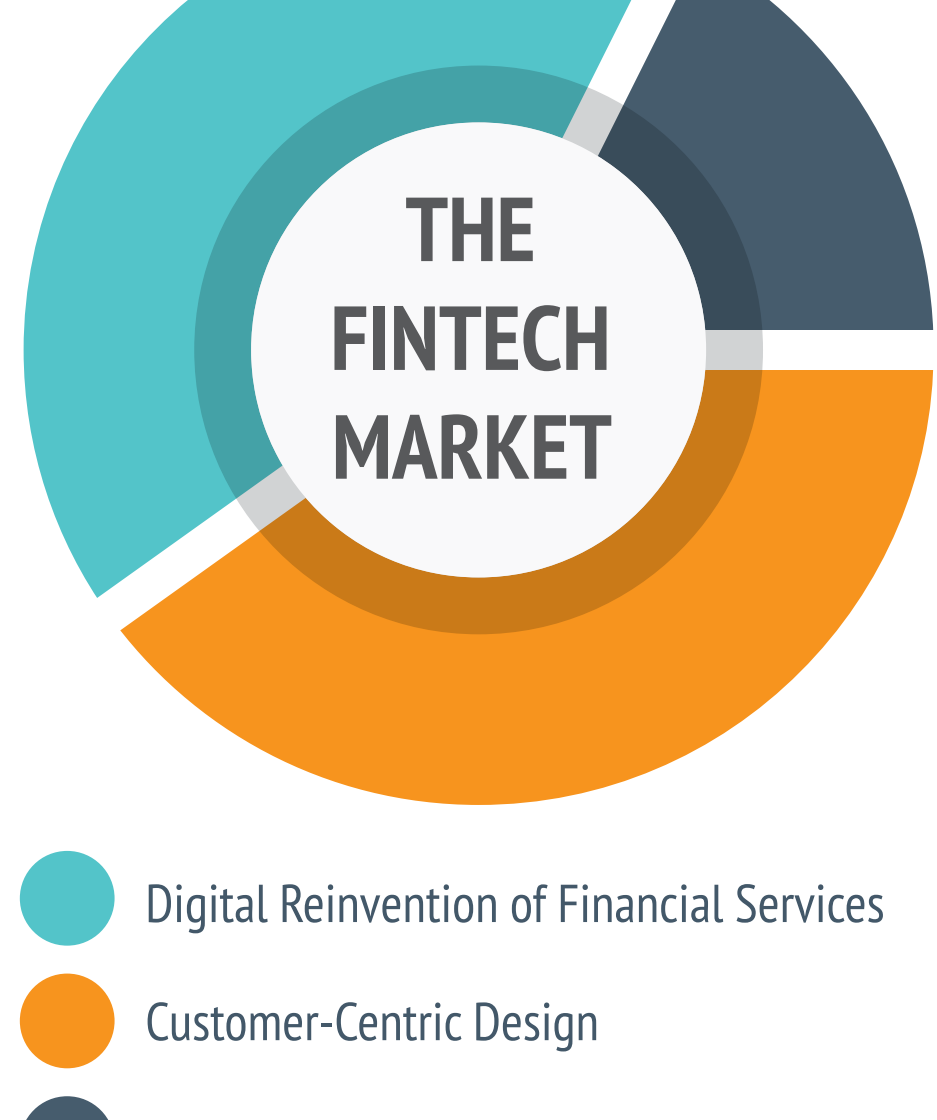


FINTECH TALENT MAP 2015

A map of financial technology growth and hiring potential presented by Fintech Recruiters



- Digital Reinvention of Financial Services
- Customer-Centric Design
- Today's Hottest Talent Market

\$20 BILLION

Projected Fintech investments in 2015 (Money2020 2014 VC panel)

\$8 BILLION

Projected Fintech investments in New York City by 2018, up from \$3 billion in 2015 (Accenture).

\$1 BILLION

U.S. investment in Fintech in 2014 estimated at \$946 million

CENTERS OF FINTECH INNOVATION, INVESTMENT AND EMPLOYMENT



1 LONDON (Silicon Roundabout)

- 34% year-over-year increase in British and EU Fintech investment in 2014
- 8 of the hottest Fintech start ups are located in London
- 46,000 jobs need to be filled in London Fintech over the next 10 years

2 NEW YORK CITY (Silicon Alley)

- 50% of professional rank New York at the world's Fintech center
- 2 times the growth rate of Silicon Valley's established Fintech sector

3 SAN FRANCISCO (Silicon Valley)

- Largest Fintech investment dollar-share in the United States.

OTHER TOP CENTERS

- Atlanta, GA
- Richmond, VA
- Illinois Silicon Prairie (Chicago)
- Midwest Silicon Prairie (Iowa)
- Hong Kong
- Sydney
- Singapore
- Toronto
- Berlin

HIRING COMPANIES

Fintech and Bitcoin Startups

Large Banks

Payments Processors and Developers

Trading Organizations

Consultancies

HOT FINTECH SKILLS

Chief Data Officer

Data Scientist

Financial Engineer

Mobile Marketers

Regulation and Compliance Attorneys

Developers C++, Python, .NET

FINTECH EARNING POWER

PAY INCREASES, 2013-14 6-10%

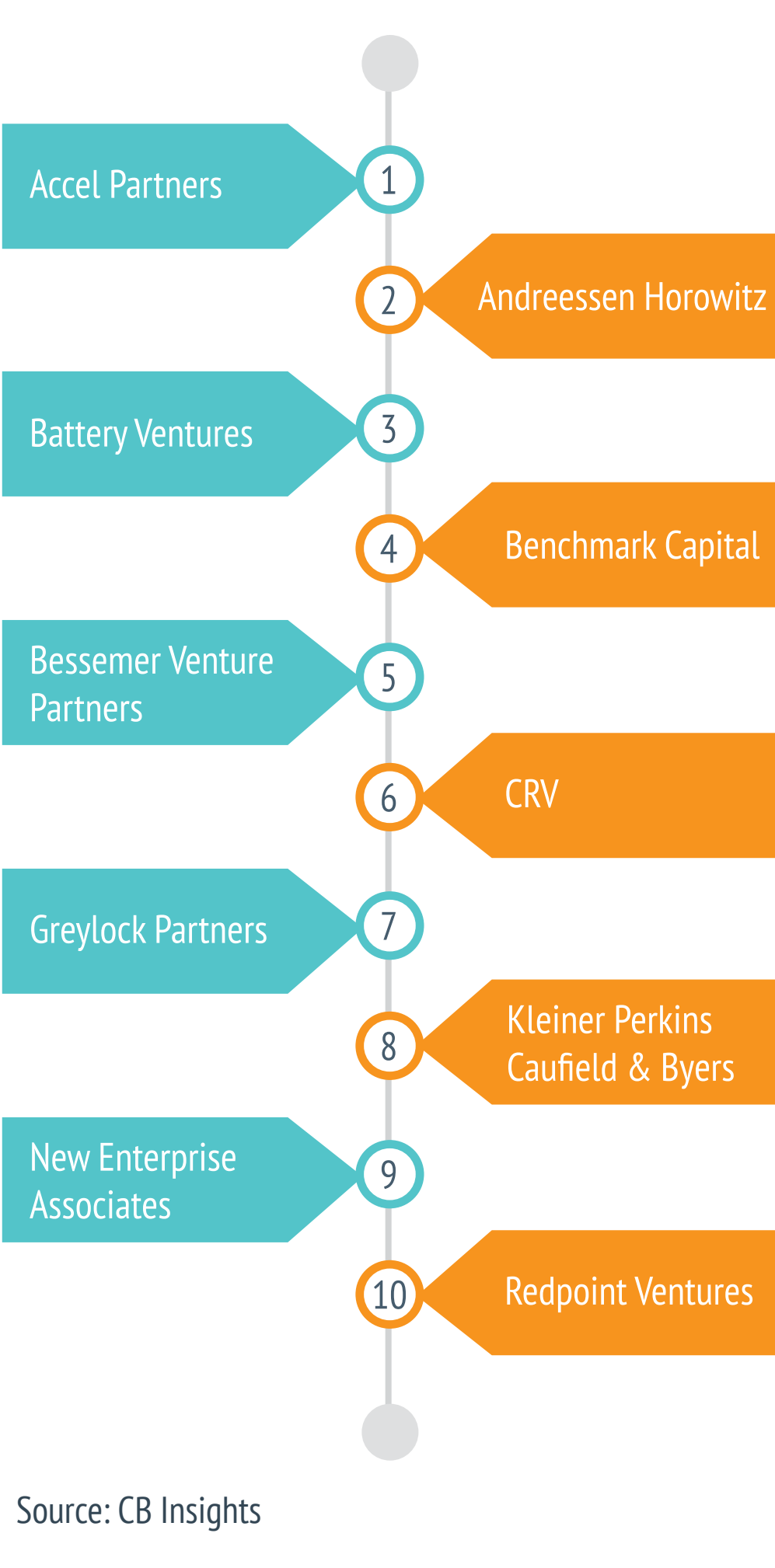
AVERAGE U.S. SALARIES	San Francisco	National Average	% ABOVE NATIONAL AVERAGE
Data Scientist/ Chief Data Officer	\$202,456	\$157,489	29%
Senior Fintech Software Engineer	\$128,787	\$120,551	15%
Bank Software Lead	\$133,536	\$110,647	21%
Risk Management	\$123,477	\$115,486	7%
Programmer/ Analyst	\$123,154	\$112,458	10%
Business Analyst	\$95,927	\$83,385	15%

Source: Career Builder

FINTECH CONFERENCES: WHERE TO NETWORK WITH FINTECH TALENT



TOP 10 U.S. VC FIRMS INVESTING IN FINTECH



Source: CB Insights

GLOBAL FINTECH ACCELERATOR PROGRAMS

- Barclays (powered by Techstars): London
- Fintech Innovation Lab (powered by Accenture): London, New York, Hong Kong
- Level 39: London
- StartupBootCamp/Fintech: London and Singapore
- SWIFT Innoribe Startup Challenge: Brussels
- Citi Ventures (Powered by Plug and Play Tech Center): Planned in U.S., Germany, Singapore, Brazil, and Spain

Source: Bank Innovation

GLOBAL FINTECH MATCHMAKERS/HEADHUNTER

Matchi.biz
Hong Kong, London, South Africa

Fintech Recruiters
Toronto, New York, London, San Fran, Atlanta, Hong Kong and Singapore

Infographic by Canright Communications

Sources:

Growth In Financial Technology Sector Opens Up MBA Careers
The Rise of Fintech
Digital Demands of High Net Worth Individuals Signal Flight Risk for Firms That Fall Behind: World Wealth Report 2014
Prominent European accelerator tours Asia, launches fintech bootcamp in Singapore
Fintech in Europe - London is leading the pack, but Berlin is starting to make its mark
New York's role in 'fintech' revolution: KPMG
A banking hiring boom is happening now in this sector in investment banking
Python developers receive £40k pay increase, a guide to investment banking tech salaries
Technology Talent Crunch Leads Companies to look outside USA, Visa to Hire 1000 in India
Shortage of Skilled Cyber Security Professionals Causing Economic Ripple Effect across the Globe, (ISC)² Study Finds
Finovate
Future of Money & Technology Summit
Baypay Payments Forum
Innoribe Startup
Tech Tour

Fintech startup career advice from Quantopian's CEO John Fawcett
13 of the highest paying financial technology jobs globally
How investment banks are targeting fintech talent
Banks Wage 'Hand-to-Hand Combat' for Tech Talent
Bridging the gender gap in fintech - how to attract and retain talent
Fintech Jobs To Surge As Banks Go On Digital MBA Hiring Spree
Eight of the hottest fintech start-ups in London
3 spaces to watch in India next year for emerging startups - food, fintech, and content
What it really takes to get a job in banking now
Why banks are looking for their top developers in Eastern Europe
Six skills financial services firms want to see from their technologists now
Goldman, Deutsche Use 'Open Source' to Hunt for Tech Talent
J.P.Morgan is targeting female candidates very early
Talent wars: Silicon Valley vs. Wall Street
Finance 2.0 Conference in Zurich, Switzerland
Next Bank Europe 2015