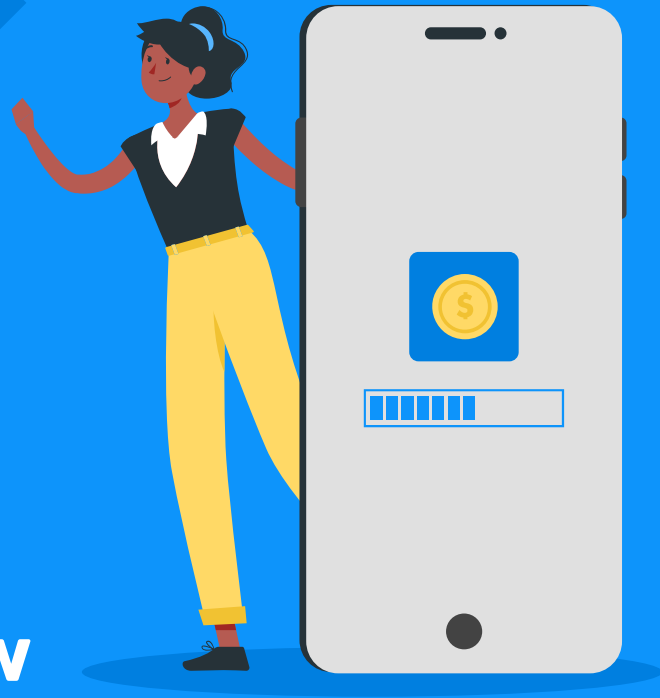
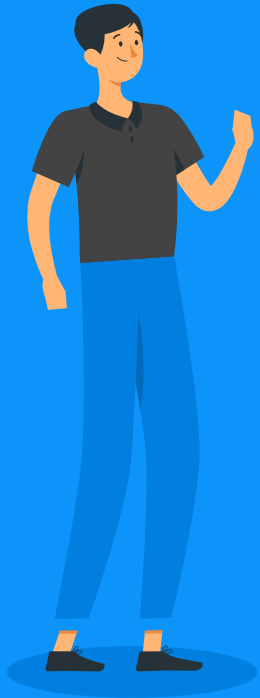


Work in Fintech

Few things you should know before
applying





Industry Overview

What is Fintech?

- Refers to any business that uses **technology** (like AI, Blockchain and data science) to enhance or automate **financial services and processes**.
- Is one of the **fastest-growing tech sectors**, with companies innovating in almost every area of finance; from payments and loans to credit scoring and stock trading.



If you want to know more about Fintech visit the following websites

 **CBINSIGHTS**

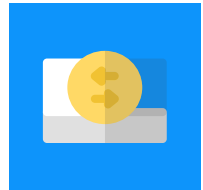
Finextra

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UNIVERSITY
TALENT & CAREERS

Subsectors in Fintech

PAYMENTS



PayPal
Verse

BANKING



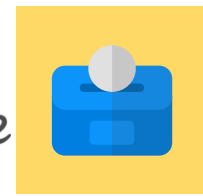
Revolut
N26

INSURANCE



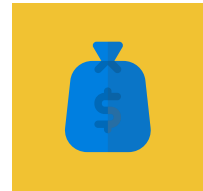
coverwallet
Lemonade

LENDING



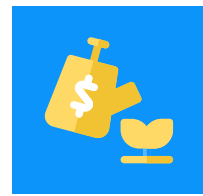
october
scalapay

WEALTH MANAGEMENT



Robinhood
etoro

SMB



stripe
2checkout

CAPITAL MARKETS



STASH
TRUMID

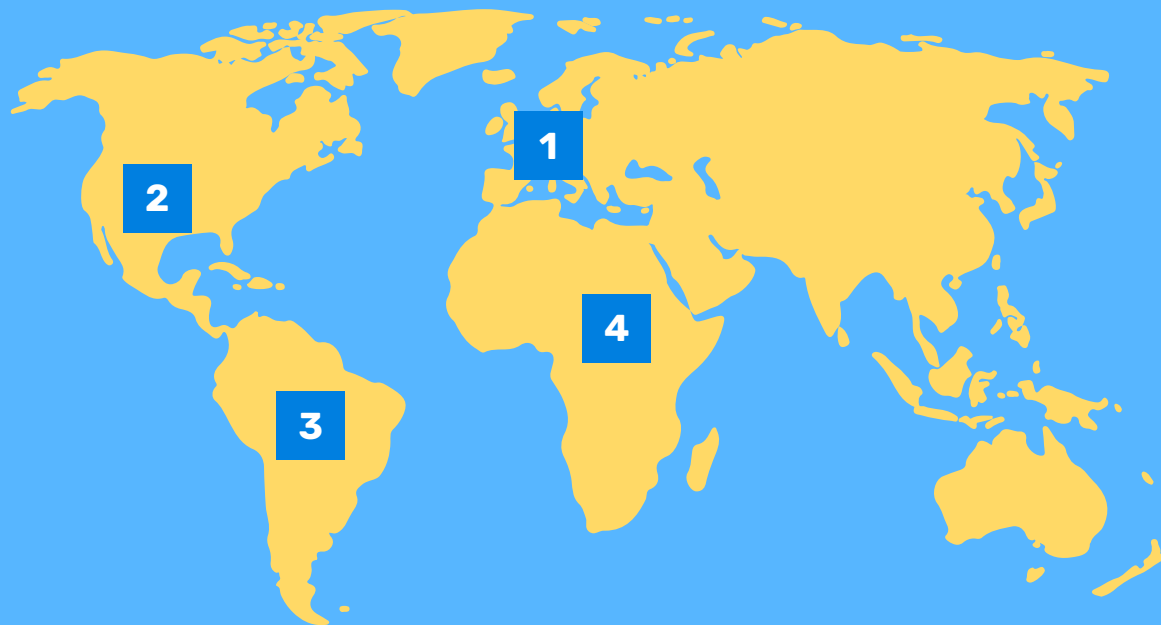
REAL ESTATE



FIGURE
POINT



IE Fintech Geography



1

Revolut

N26

Klarna

2

coinbase

PayPal

VISA

3

mercado pago

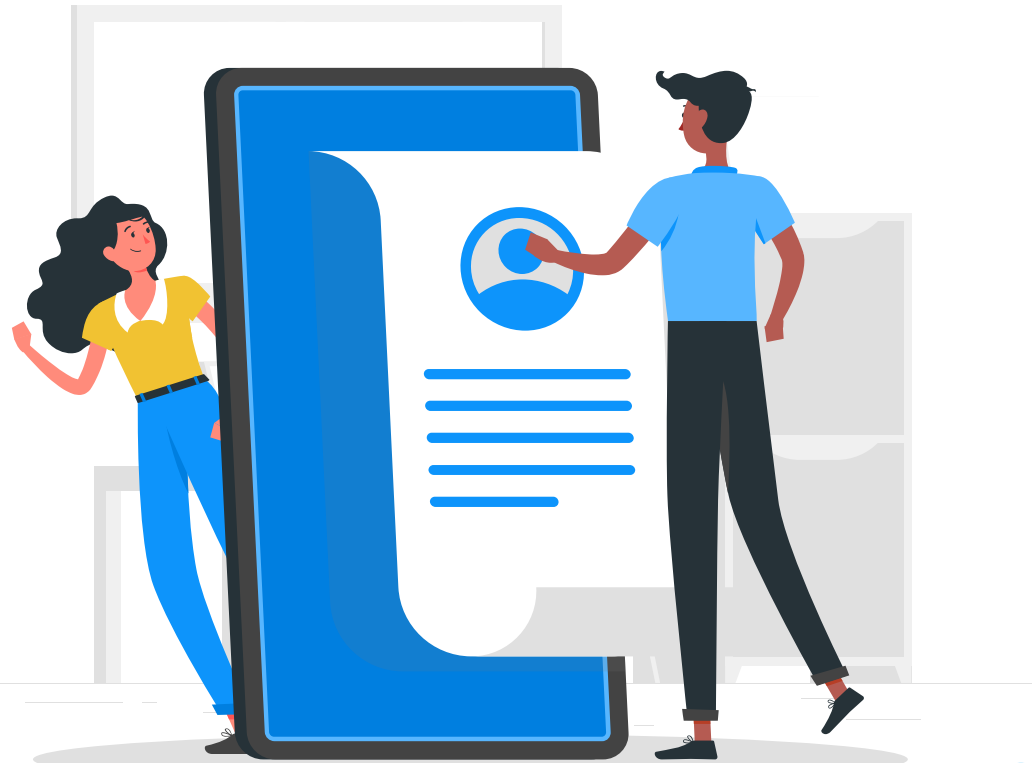
ny bank

RappiPay

4



Most common roles and functions





Positions in Sales / Business Dev.

Position	Sales / Bus Dev Intern	Business developer	Account Associate	Account Executive
Other names	<ul style="list-style-type: none"> - Business developer intern - Junior Sales Dev Representative - Working student 	<ul style="list-style-type: none"> - Commercial Associate - Business Development Manager - Sales Representative Jr 	<ul style="list-style-type: none"> - Business Development Associate - Commercial Manager 	<ul style="list-style-type: none"> - Account Manager - Senior Business Development Manager - Partner Manager
Experience	0 - 1	1 - 3	+3	5+
Skills	<ul style="list-style-type: none"> - Willing to take responsibility and ownership - Hands-on mentality and is self-driven. - Good communication skills - Great interest in sales 	<ul style="list-style-type: none"> - Commercial acumen and drive for results - Customer focussed - Entrepreneurial individual - Great presentation and communications skills 	<ul style="list-style-type: none"> - Understand complex technical ecosystems and build great relationships with technical customers - Analytical ability to manage complex pricing and cost consideration 	<ul style="list-style-type: none"> - Ability to develop and execute account plans spanning multiple business units across organizations - Ability to lead negotiations. - Ability to understand technical requirements and craft solutions
Requirements	<ul style="list-style-type: none"> - Business Administration/ Finance/ Economics or a similar field 	<ul style="list-style-type: none"> - Demonstrable commercial experience - Proficiency in Microsoft Office 	<ul style="list-style-type: none"> - Experience in a client-facing role - Experience managing projects 	<ul style="list-style-type: none"> - Experience selling tech/finance products - Record of top performance



Positions in Sales / Business Dev.

Position	Growth Manager	Head of Partnerships	Customer Success Manager	Country Head
Other names	- Head of growth	- Head of Sales -Head of Channels	- Customer Value Manager - CRM Manager	
Experience	3+	7+	7+	5+
Skills	<ul style="list-style-type: none"> - Capable of delivering results for large, cross-functional, projects, preferably within an e-commerce environment - Solid knowledge in project management processes and tool 	<ul style="list-style-type: none"> - Have driven successfully large scale distribution partnerships, engaging with mass market consumer brands. - Outstanding communication & presentation skills 	<ul style="list-style-type: none"> - Success as a consultant, pre-sales, technical account management, or equivalent. - Able to persuade others to take action based on requirements and value provided by solutions 	<ul style="list-style-type: none"> - Experience and knowledge of local market. - Excellent interpersonal skills at all levels, including people management - Strong leadership skills
Requirements	- Experience in category management within ecommerce or fintech	- experience as high performing Team Leader, Head of Business Development or Country Manager role	- Experience in a client-facing role ideally customer success, managing relationships with large and global organizations	<ul style="list-style-type: none"> - Relevant work experience in a customer-facing role - A proven and reliable network



Positions in Operations

Position	Operation Intern	Operation associate	Operation Lead	Operations Expert
Other names		<ul style="list-style-type: none"> - Operation analyst - Operation Specialist 		<ul style="list-style-type: none"> - Operation manager
Experience	0 - 1	0 - 3	5+	8+
Skills	<ul style="list-style-type: none"> - Effectively resolving issues - Able to build helpful relationships - Proactivity - Excellent verbal and written communication skill 	<ul style="list-style-type: none"> - Good at cross-functional teamwork - Excellent time management and organisational skills - Analytical - Problem solving skills - Proficient with Excel 	<ul style="list-style-type: none"> - Detail oriented - Ability to motivate a team. - Solution-oriented & curious intellectual mindset - strong project management skills 	<ul style="list-style-type: none"> - Skills to develop, articulate, and execute strategy - Ability to negotiate effectively with senior supplier stakeholders
Requirements	<ul style="list-style-type: none"> - Proficient with Excel, intermediate to advanced user of coding tools 	<ul style="list-style-type: none"> - Professional experience in operations or process management - Experience with coding tools 	<ul style="list-style-type: none"> - Professional experience from production, supply chain - Experience in performing quantitative analysis and programming 	<ul style="list-style-type: none"> - Relevant experience in management consulting or similar industries - Proven experience in influencing, and leading different teams



Positions in Finance

Position	Finance Intern	Risk management Analyst	Risk management Lead	Payment Analyst
Other names		<ul style="list-style-type: none"> - Treasury Specialist - Banking Specialist 	<ul style="list-style-type: none"> - Banking Team Lead - Treasury Team Lead 	<ul style="list-style-type: none"> - Risk Analyst
Experience	0 - 1	3 +	5 +	3 +
Skills	<ul style="list-style-type: none"> - High degree of comfort with analytics, numbers and the capability to draw decisions based on both intuition and data. - Accounting knowledge, financial and valuation skills 	<ul style="list-style-type: none"> - Good understanding of the bank account opening and maintenance process - A network in the banking sector is an advantage - Good understanding of regulatory and requirements of financial institutions 	<ul style="list-style-type: none"> - Deep understanding of the bank account opening and maintenance process - Establishing and maintaining relationships with global banks. 	<ul style="list-style-type: none"> - Knowledge of AML, Fraud patterns, as well as payment schemes.
Requirements	<ul style="list-style-type: none"> - Advanced MS Excel user 	<ul style="list-style-type: none"> - 2 years experience in the financial services industry. 	<ul style="list-style-type: none"> - Minimum of 3 years' experience in the financial services industry or exposure to negotiations with financial institutions 	<ul style="list-style-type: none"> - Experience working for a fintech company in payments or risk department positions



Positions in Finance

Position	Risk Lead	Business Analyst	Controller Expert/Manager	Accounting Specialist
Other names	- Payment Lead	- Growth strategy Analyst	- Process Management expert	- Commercial accounting Specialist.
Experience	5 +	3 +	5 +	5 +
Skills	<ul style="list-style-type: none"> - Experienced people leader who willing to build and develop high performing teams - Knowledge of AML, Fraud patterns, as well as payment schemes 	<ul style="list-style-type: none"> - Strengths in structuring and executing analyses, with large dataset - Self starter who can work effectively both independently and in collaboration 	<ul style="list-style-type: none"> - Experience in leading projects on topics like project controlling - Self-driven personality with great project management and analytical skills - Excellent analytical and communication skills 	<ul style="list-style-type: none"> - Strong organisational skills, including the ability to prioritise own workload - Expert knowledge of IFRS and local GAAP (UGB)
Requirements	- Experience working for a fintech company in payments or risk department positions	- Experience financial services or consulting, with a focus on Corporate Finance, M&A, Controlling and/or Treasury	- Minimum of 3 years' experience in the financial services industry or exposure to negotiations with financial institutions	- Certified accountant or higher education with main focus on group accounting



Positions in Marketing

Position	Marketing Intern	Marketing Specialist/analyst	Social Media Manager/Head	Marketing Manager
Other names	- Business developer intern	- Digital marketing specialist - Social media specialist - Content specialist	- Content/SEO Manager	- Head of Marketing
Experience	0 - 3	1- 3	3+ / 5+	5+
Skills	- Poses strong verbal and written communication skills and can work cross-functionally	- Understand the business context of communication on the Internet - Knowledge in digital media advertising tools (Facebook Ads, Google Ads, ...) - Immersed in the digital world and emerging platforms	- Broad knowledge of platforms, trends, tools vital to develop and execute successful social media strategy - Supervise and coordinate the writing of all social media campaigns and posts	- Exceptional creative, problem solving and strategic thinking ability - Digital and social channels expert - Coordinate internal teams to execute marketing plans of local merchants abroad
Requirements	- Gained experience in marketing, campaign or project management	- Demonstrable marketing experience	- Broad experience including brand identity, content strategy and development, video, and paid social media	- Proved experience in consumer, payments and/or retail marketing



Positions in Product

Position	Product owner	Product Manager	Delivery Lead	Product Ops
Other names	<ul style="list-style-type: none"> - Product Designer - Product Owner 	<ul style="list-style-type: none"> - Product-Data Integration - Senior Product Manager 		<ul style="list-style-type: none"> - Merchant Localization - Consumer Localization
Experience	5+	7+	5+	4+
Skills	<ul style="list-style-type: none"> - Experience coordinating projects and bring them to life with strong attention to detail. - Knowledge building features and improvements for product strategy and creating a great user experience 	<ul style="list-style-type: none"> - Strong knowledge of sales and marketing processes and technologies - Strong knowledge of the local market across verticals and agencies - Customer service orientation and experience working in a client facing capacity 	<ul style="list-style-type: none"> - Excellent communication and presentation skills - Have demonstrated ability to develop people by mentoring 	<ul style="list-style-type: none"> - Develop business processes streamline product development - Experience creating customer facing products - Experience building intuitive navigation and UX - Background in information architecture. - Customer focussed
Requirements	<ul style="list-style-type: none"> - Strong experience in a tech or product role 	<ul style="list-style-type: none"> - Experience leading team within a marketing or product marketing capacity - Project Management skills 	<ul style="list-style-type: none"> - Experience in taking a product from concept to launch, creating product roadmaps, driving decisions, and steering technical discussions 	<ul style="list-style-type: none"> - Highly logical and technical - Track record of building successful products using data, customer feedback, common sense and/or machine learning



Positions in Analytics

Position	Data Analyst Intern	Data Analyst	Executive Analyst	Data Science Engineer
Other names	- Business Intelligence intern	- Business Intelligence Analyst	- Executive Data Analyst	- Data Scientist
Experience	0 - 3	3+	5+	5+
Skills	<ul style="list-style-type: none"> - Substantial know-how in Business Intelligence and data analytics - experiences in programming, working with databases and ETL 	<ul style="list-style-type: none"> - Understand business problems, curious to dive into detailed data - Skills to develop sources of truth, help develop self service, design the best metrics for business 	<ul style="list-style-type: none"> - Experience using statistical techniques for solving complex problems - Knowledge of coding to generate business insights and drive better organizational decision making 	<ul style="list-style-type: none"> - Knowledge of applied statistics and quantitative modeling. - Skilled creating data product strategies, data products, iterating after launch, and trying again
Requirements	<ul style="list-style-type: none"> - Student of business informatics, economics or a comparable degree program with outstanding performance 	<ul style="list-style-type: none"> - Professional experience in data analysis, ideally in a start-up, tech or consulting environment - You are also strong technically in programming 	<ul style="list-style-type: none"> - Experience in data analysis, data science, business intelligence, or similar roles - Experience working in channel optimization 	<ul style="list-style-type: none"> - Extensive experience in coding - Domain experience in e-commerce, Fintech, SaaS or other relevant areas

3



Current IE Partners





It is a Brazilian fintech and is the largest digital bank in the world outside of Asia and the largest fintech in Latin America.

Locations:

- Brazil
- Colombia
- Mexico

Application process: Interview with the hiring team, mini case solution, big case solution and finally interview with potential manager.

- Candidates that come from tech companies or startups are preferred.
- MBA's, Big Data and Customer experience are more required.

***Before you apply in the web, check Slide 31 for alumni referral info.**



[APPLY HERE](#)



lano



Leading modular platform for contractors and remote teams that automates hiring and payments backed by A+ investors, headquartered in Berlin with remote team members around the globe.

Locations:

- Germany
- UK
- North America

Application process: Interview with the HR team, technical case test, interview with manager and finally introduction interview with CEO.

- Most of the roles are remote

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Klarna.



Klarna was founded in Stockholm, Sweden and is Europe's highest valued private fintech company and the second highest worldwide.

Locations:

- Germany - UK
- Spain - France
- Italy - USA

Application process: 3 phases for the process with 4 personal interviews. The duration is around 2 months:

1. Logical test.
2. Initial screening interview.
3. 4 different interviews: Leadership principles, Technical, Cultural and Business case

- Having e-commerce experience is valued.

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B bitpanda



Bitpanda is a centralized crypto exchange that provides users access to digital assets.

Locations:

- Germany
- UK
- North America

Application process: Interview with the HR team, technical case test, interview with manager and finally introduction interview with CEO.

- Most of the roles are remote
- Sales professionals are required the most.

[APPLY HERE](#)



AZA is an established provider of currency trading solutions which accelerate global access to frontier markets through an innovative infrastructure.

Locations:

- Several locations in Africa
- Spain
- UK

Application process: First HR screener interview, then a technical assessment and finally a interview with manager

- Understandment of the company business and fintech in general.

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MOONFARE



Moonfare is a technology platform that enables individuals and their advisors to invest in top-tier private equity funds.

Locations:

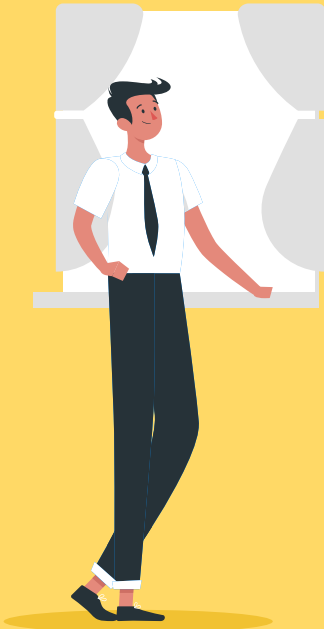
- Germany

Application process: For more detail on the process click [here](#)

1. Introductory calls
2. Skills assessment
3. Culture and coffee
4. Meeting the leadership team.

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Revolut is leading banking and payment app that is positioned as an alternative to traditional banking products,

Locations:

- Spain
- UK
- Germany
- Portugal
- France
- India

Application process: First HR screener interview, then a technical assessment and finally a interview with manager

- Research about the company and its competitors and what makes them different.
- Start-up experience is highly valued.

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[APPLY HERE](#)





Qonto is a French neobank for SMEs and Start-Ups that allow a better control on the expenses of employees and teams.

Locations:

- Spain
- France
- Germany

Application process: A first interview with HR apprentice, a second call with HR lead and a final remote assessment to evaluate abilities and your fit with Qonto.

- On average the process last 7-10 working days and offers usually follow within 48 hours

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[APPLY HERE](#)



Capchase



Capchase is a fintech company that helps SaaS companies finance the growth of their operations with cash tied up in future monthly payments.

Locations:

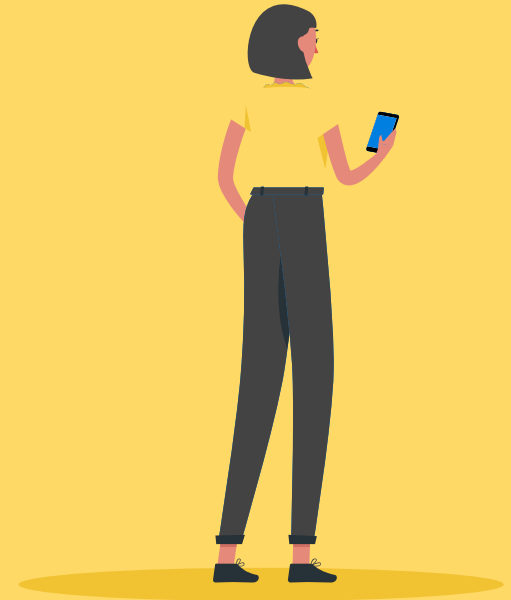
- Europe (Remote)
- USA

Application process:

1. Behavioral interview/introductions 30 min
2. Case interview 45 mins
3. Behavioral bar raiser interview 30 mins
4. Behavioral bar raiser interview 30 mins

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PayPal is a financial service company that provides online payment solutions to its users worldwide.

Locations:

- Worldwide

Application process: Depends on the role and the team you are applying for.

- In general, the process can have from 3 to 5 interviews.
- Assessments for programming are required in more technical roles.

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N26



N26 offers mobile banking solutions to customers in the European Union through its subsidiary.

Locations:

- Germany - France
- Spain
- USA

Application

1. First interview with HR.
 2. Second interview with manager.
 3. A case to deliver in 4 days.
 4. Third interview with a senior employee.
 5. Final interview with the hiring manager and possible team members where you present the Case.
- Having e-commerce experience is valued.

process:



*Before you apply in the web, check slide 29 for alumni referral info.

[APPLY HERE](#)



Mollie is a payments platform that offers an easy-to-implement process for integrating payments into a site or app.

Locations:

- Germany
- Netherlands
- Belgium

Application process: The more you share about yourself and the reason you apply at Mollie, the better!

1. First interview with HR : motivational fit, competency based questions
2. Introductory talk with the hiring manager focused on the team fit and your general knowledge.
3. Take-home assignment which you will present to us on Google Hangouts.

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Adyen offers a platform that integrates gateway, risk management, processing, acquiring, and settlement of payments.

Locations: Several around the world

- Spain
- Portugal
- Mexico
- UK
- France
- China
- Germany
- Italy
- India

Application process:

- **Formula Fit:** chat about your experience and why you want to work for Adyen.
- **Skill tests:** Case study may be required for some roles.
- **Skill Interview:** talk about your skills with the hiring manager.
- **Board Interview:** Chat with a member of the board.

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sumup®



Financial technology company that enables businesses to accept card payments at the Point-of-Sale or on the go.

Locations:

- Germany
- France
- Brasil
- UK
- USA
- Colombia

Application process: Each team/department/tribe have their own recruitment process and is tailored depending on the role. Once they review the CV and if selected for an interview they would find out then a question for the candidate to ask in the first interview.

***Before you apply in the web, check Slide 31 for alumni referral info.**

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Other Partnerships



AGICAP

FINASTRA

MASTERCARD

SOLARIS BANK

AMEX

FINLEAP

VISA

STRIPE

NURI (BITWALA)

HEYTRADE

OCTOBER

TINK

EBURY

LANA

RITMO

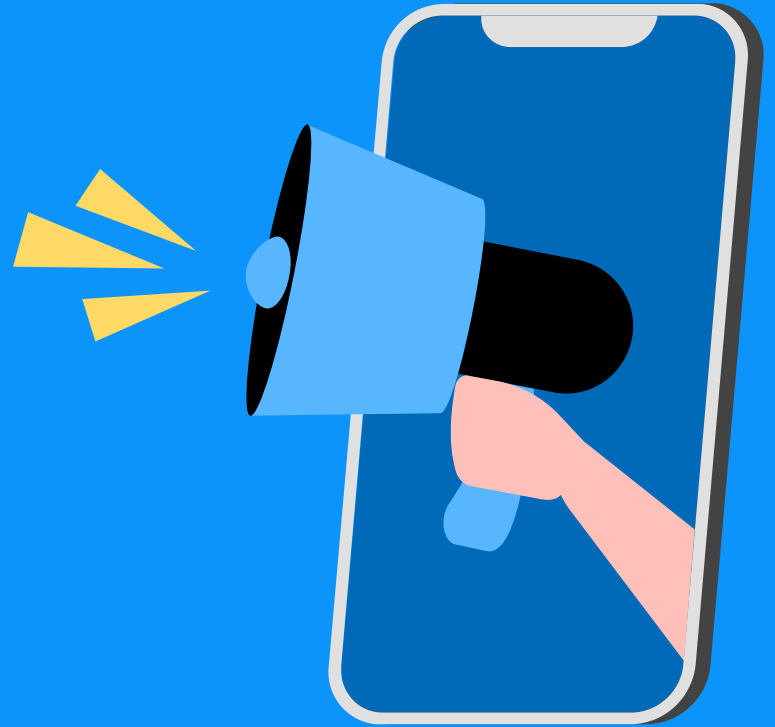
MERCADO PAGO



**Before
applying**

REMEMBER

If you meet the requirements, we can refer you internally through an alumni: **first** you need to choose the right role where you match the profile required and meet the main requirements, otherwise we can't refer you.



ALSO

We need you to have your CV updated downloaded in our career portal and send to [your career advisor](#) in the same email:

1

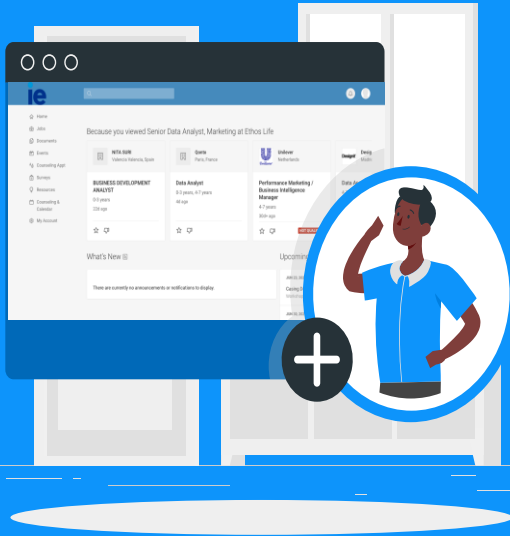
Your CV updated and customized as much as possible to the position or positions to which you apply or have applied already (main requirements for the job and experience required must be reflected in the CV)

2

The job title, location and the link of the position or positions to which you would like to apply from the company's website

3

3 or 4 lines where you justify that you meet each of the main requirements for the position





Resources Available



Networking, Mentorship, Mock Interviews



FIRSTHAND

On **Firsthand** you can get advice, actual feedback on your CV, practice with mock-interviews and have career conversation with someone who has experience in your sector of interest

- Many kinds of career webinars are available, from how to write a cover letter to how to network successfully for example
- You can filter by: Sector, Topic, Stage, Region.

Log in: <https://ie.firsthand.co/>

Login using your IE network ID or LinkedIn



Psychometric Tests

JOB TEST PREP

Job-test prep: has been an innovator in **online test & assessment centre** preparation. We have taken our years of experience and put it to use in helping over 1,000,000 job seekers & students reach their goals. Start practising today for your assessment test with JobTestPrep.

- Accept the privacy terms, and put in the access code and register.
- **Access code for students:** ieu2021
- Privacy link: <https://www.jobtestprep.co.uk/ieu-privacy-policy>



Interview Preparation



WIZCO.

IE Consultants and internal advisers + 1,000 outside members

- for 2nd round HR and business interviews
- Schedule min 48 hours in advance
- Last minute requests can only be done with internal team members
- Industry focus on Tech, Scale Ups, Finance, Fintech
- **Limit two** per student



Raquel Mediavilla Garcia

**Head of Business Development
Employer Relations,
Talent & Careers**

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