

ROBERT WALTERS
GLOBAL FINTECH TALENT REPORT

A Robert Walters Group Company

ROBERT WALTERS

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FinTech talent hubs

Insights into the FinTech landscape, talent and salaries in:

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Introduction

Globally, the FinTech ('Financial Technology') sector has seen a meteoric rise in investments, new companies and innovative products over the past decade. According to data from Statista, total investments worldwide in FinTech rose from about USD 9 billion in 2010 to a high of USD 215.4 billion in 2019, before dropping to USD 131.5 billion in 2021, which is still an overall increase of 87% within eleven years.

The funding has given rise to a large number of FinTech companies, either formed as an individual start-up or as a separate arm of a larger established organisation, such as banks and insurance firms.

How about consumers' acceptance of FinTech services and products? Statista's data shows that in 2019, 75% of consumers worldwide had already adopted some form of money transfer or payment service. More recent forms of FinTech such as cryptocurrency meanwhile, have also seen staggering take-up rates. According to blockchain data platform Chainalysis, worldwide adoption of cryptocurrency saw an increase of 2300% from Q3 2019 to Q2 2021, with many in emerging markets turning to crypto to diversify from their devalued currencies.

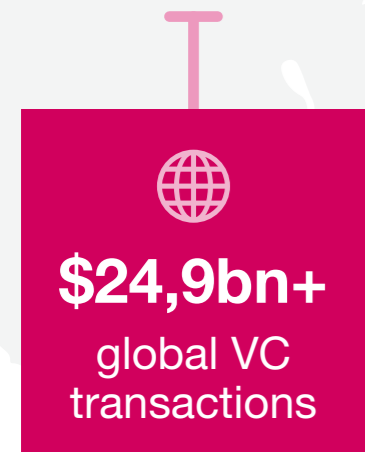
The forecast for organisations working in the global FinTech market is a very positive one. However, their growth will be dependent on their ability to recruit and retain the right talent.

In this e-guide, we take a deep dive into eight key FinTech hubs, providing an analysis of each respective countries' FinTech landscape, talent pools, salaries, whilst providing hiring advice to attract, and retain top FinTech talent in each hub.

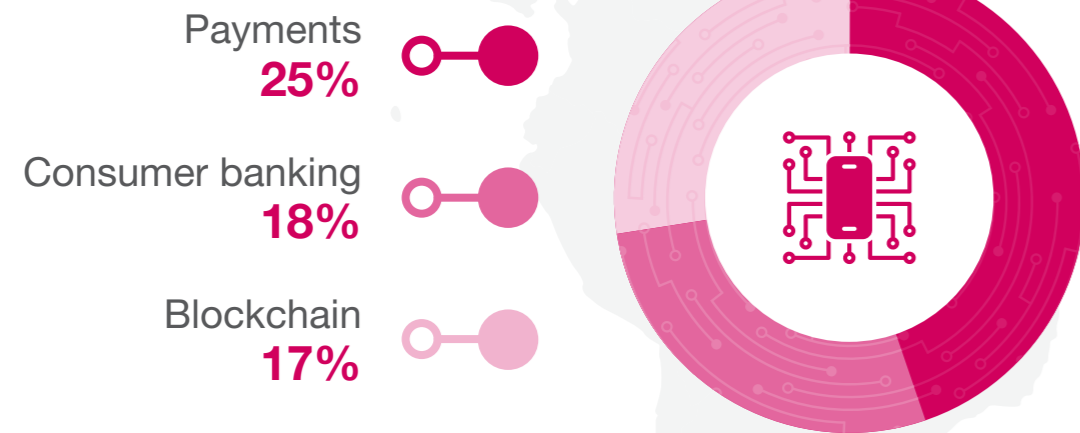
Methodology

Robert Walters partnered with UK-based labour data provider, VacancySoft to collate, screen and analyse localised data across nine FinTech hubs for the full period of 2021. All FinTech job market information was obtained from publicly available sources (eg. job boards), with findings from LinkedIn Talent Insights complementing the results. Salary data was derived from our Robert Walters Salary Survey 2022 and our specialist recruitment consultants' in each hub.

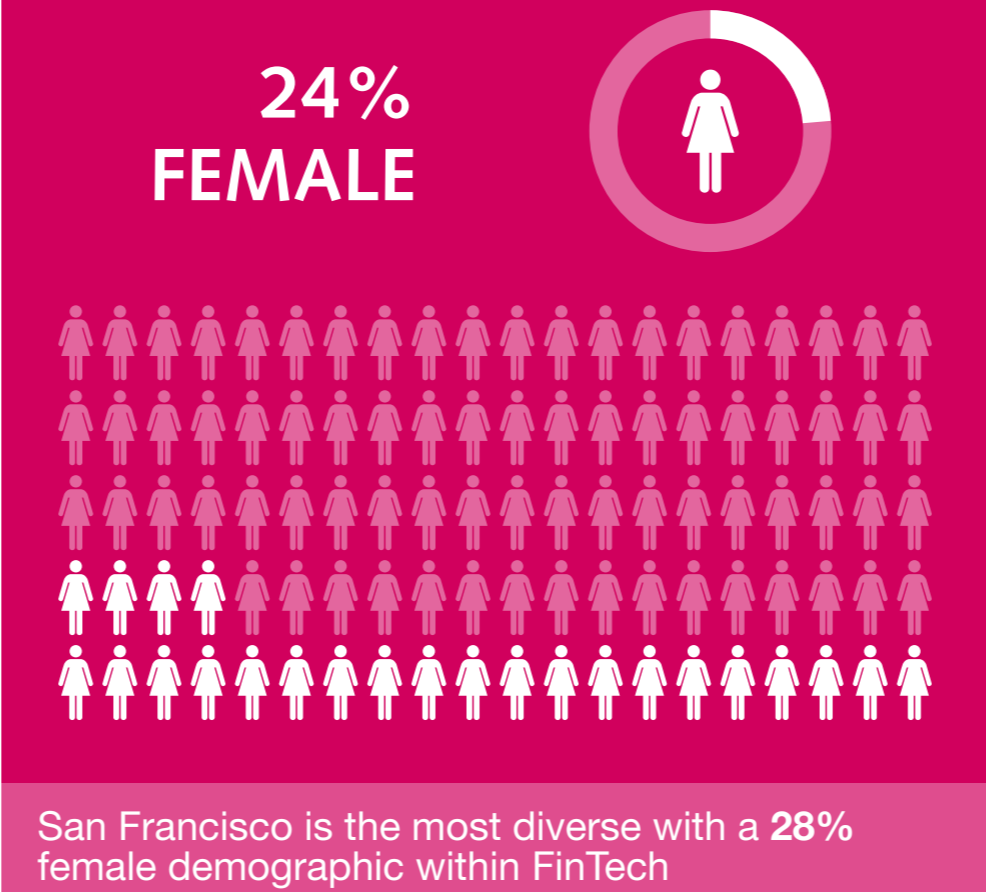
VC Transactions in FinTech



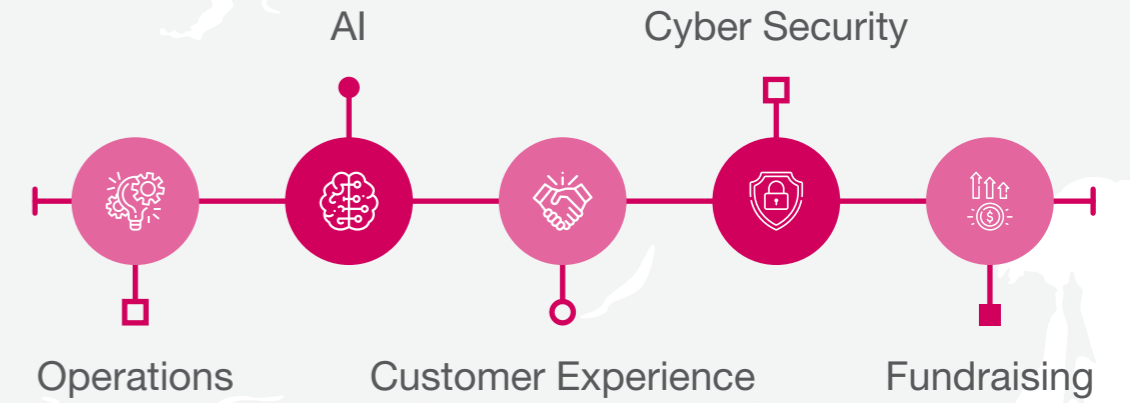
Largest sectors in FinTech



Gender diversity



Fastest growing skills



Increase in advertised jobs in FinTech firms



Top 5 professionals in demand



Average tenure



An aerial night view of a city, likely Tokyo, with a blue and teal color palette. The image is overlaid with a pattern of binary code (0s and 1s) in a lighter blue color. A horizontal red bar is positioned across the middle of the image, containing the text 'JAPAN' and 'FINTECH TALENT HUB'.

JAPAN

FINTECH TALENT HUB

The FinTech market in Japan currently possesses many opportunities for FinTech players, both domestic and foreign, to grow and expand their business. Despite tight and often hierarchical regulations, bilingual language requirements, continual reliance on past technologies and a culture that tends to inhibit change, Japan, and in particular Tokyo, has seen an increasing number of domestic consumers and businesses starting to accept and utilise FinTech services and products. With a mix of start-ups, insurance companies and large banks all looking to hire suitable FinTech talent, Japan's FinTech sector will likely see even higher demand for FinTech professionals in the near future.



Global FinTech Ranking according to **FINDEXABLE**



Venture capital transactions in local FinTech firms



No. of active FinTech firms in Japan

FinTech Landscape

Ranked 21st globally and 4th in Asia Pacific according to findexable's Global FinTech 2021 rankings, Japan has seen its FinTech industry increasingly shape the daily actions and lives of consumers and businesses. Recent emphasis in the sector has been on fields of cryptocurrency, cashless payments, data aggregation, expense tracking, online brokerage and portfolio management, with a large majority of FinTech players in Japan putting in efforts towards data analytics, cloud computing and digital transformation.

While the current focus of most FinTech companies in Japan is placed on the domestic market, there certainly are many opportunities for foreign FinTech players to enter Japan, and for successful domestic players to venture abroad. In particular, new and existing FinTech start-ups, with their cutting-edge technologies and focus on underserved market segments, are seen to possess a competitive advantage compared to established large players in Japan such as banks, who predominantly rely on outdated technologies and are less agile when it comes to change.

Looking ahead, as cashless solutions and cryptocurrency become more prevalent and accepted in Japan, governmental regulatory scrutiny will correspondingly ramp up, and FinTech companies will have to address this aspect of their business environment.

Diversity in FinTechs



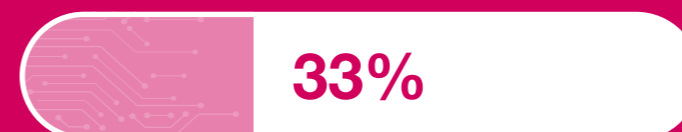
Blockchain



Payments

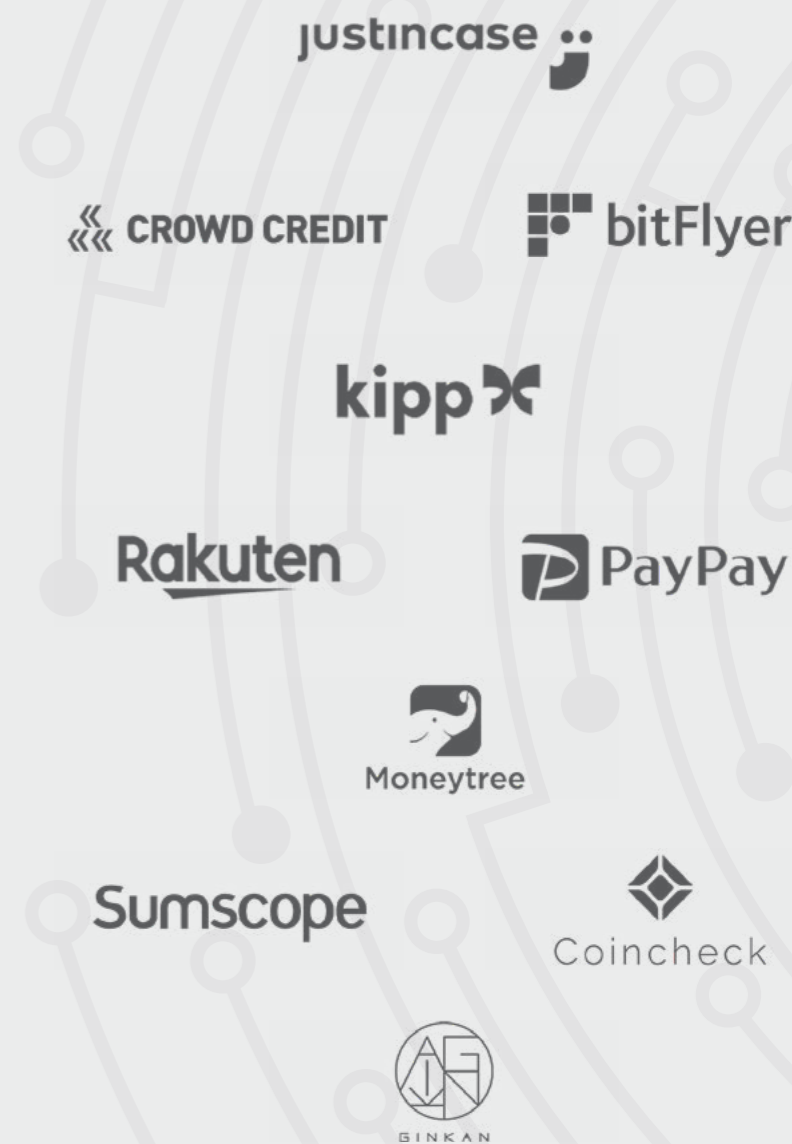


Consumer banking



Other

Notable FinTech's



Talent Landscape

Demand for FinTech tech professionals remains relatively high in Japan, especially in Tokyo. FinTech companies are looking for technology professionals with skillsets in software, mobile development, backend system, cybersecurity, data analytics, UI/UX. Cybersecurity professionals, in particular, are highly sought-after by FinTech companies in Japan due to the small existing talent pool, with FinTech companies often having to hire cybersecurity professionals outside of Japan to fill the necessary roles.

Besides talent in the aforementioned areas, FinTech companies in Japan are also having to put in more effort to attract product managers, who tend to be selective of the product areas they are interested in, and more broadly, women in technology, whose numbers remain small in Japan despite a push in recent years to increase gender diversity.

When it comes to hiring requirements, FinTech businesses in Japan tend to prefer professionals with relevant prior background in the finance space, as they are looking for talent that are exposed to fast-pace financial environments and terminologies, strict deadlines, and a relentless focus on growth in a crowded segment. Beyond these preferences, FinTech tech professionals are also often expected to be fluent in both Japanese and English, be able to communicate between various business lines, and explain in simple terms what their code or product means to the business.

214%

YoY increase in number of FinTech jobs

1 in 6

Jobs in FinTech are for Software Engineers



1.7 years

Average tenure

20%
Female

80%
Male

Gender diversity

Advice for hiring FinTech talent

“FinTech companies should be more adaptable in allowing for flexible and remote work styles, as well as leeway in age profiles they are looking to hire. They should be creating internal growth opportunities for employees to advance their tech skills and careers. Importantly, FinTech companies should push to work on the latest technologies in the field, as this is often a key selling point to potential employees - FinTech professionals often gravitate to companies who adapt to new technologies.

To attract and secure suitable FinTech talent, FinTech companies should avoid creating overly long list of talent requirements and rather think more about the must-haves versus nice-to-haves requirements, and move quickly to start the interview process when a candidate meets the criteria. While interviewers tend to be line managers who are tech professionals themselves, potential employees often want to be sold on why they should join the organisation and why the company has decided to implement a certain technology, so interviewers too should be better trained on talent attraction.”

Michael Roberts, Manager - Financial Services Tech & Innovation, Tech & Transformation, Robert Walters Japan



Talent trends



Professionals in demand

- Customer Support
- IT Consultants
- Customer Success
- Project Management (IT)
- Product Management (IT)

Fastest growing technical skills



- Operations
- Jenkins
- Artificial Intelligence

JOB TITLE	JOB GROUP	ROLE TYPE	PAY RATE	2021	2022
Android Developer	Data Engineering, Development & Devops	Permanent	per annum	7 - 12m	7 - 12m
Android Developer	Data Engineering, Development & Devops	Contract	per hour	3 - 6.2k	4 - 10k
Architect	Data Engineering, Development & Devops	Permanent	per annum	12 - 18m	12 - 18m
Architect	Data Engineering, Development & Devops	Contract	per hour	5 - 10k	8 - 15k
Back End Developer/Engineer	Data Engineering, Development & Devops	Permanent	per annum	6 - 13m	6 - 13m
Back End Developer/Engineer	Data Engineering, Development & Devops	Contract	per hour	3 - 6.2k	4 - 15k
Big Data Architect	Data Engineering, Development & Devops	Permanent	per annum	12 - 24m	12 - 24m
Big Data Architect	Data Engineering, Development & Devops	Contract	per hour	5 - 10k	8 - 15k
CTO	Data Engineering, Development & Devops	Permanent	per annum	18 - 40m	18 - 40m
CTO	Data Engineering, Development & Devops	Contract	per hour	5 - 20k	10 - 20k
Data Developer/Engineer	Data Engineering, Development & Devops	Permanent	per annum	8 - 12m	8 - 14m
Data Developer/Engineer	Data Engineering, Development & Devops	Contract	per hour	3 - 6.2k	4 - 15k
DevOps Engineer	Data Engineering, Development & Devops	Permanent	per annum	7 - 14m	7 - 14m
DevOps Engineer	Data Engineering, Development & Devops	Contract	per hour	3 - 9k	4 - 15k
Front End Developer	Data Engineering, Development & Devops	Permanent	per annum	5 - 12m	5 - 12m
Front End Developer	Data Engineering, Development & Devops	Contract	per hour	4 - 9k	4 - 10k
Full Stack Developer/Engineer	Data Engineering, Development & Devops	Permanent	per annum	8 - 12m	8 - 14m
Full Stack Developer/Engineer	Data Engineering, Development & Devops	Contract	per hour	3 - 6.2k	4 - 15k
Head of Development	Data Engineering, Development & Devops	Permanent	per annum	14 - 25m	14 - 25m

*Figures shown in local currency

JOB TITLE	JOB GROUP	ROLE TYPE	PAY RATE	2021	2022
Head of Development	Data Engineering, Development & Devops	Contract	per hour	5 - 10k	10 - 20k
iOS Developer	Data Engineering, Development & Devops	Permanent	per annum	7 - 12m	9 - 14m
iOS Developer	Data Engineering, Development & Devops	Contract	per hour	3 - 6.2k	4 - 10k
JavaScript Developer (React, Vue, Angular)	Data Engineering, Development & Devops	Permanent	per annum	8 - 12m	8 - 12m
JavaScript Developer (React, Vue, Angular)	Data Engineering, Development & Devops	Contract	per hour	3 - 6.2k	4 - 15k
Lead Developer/Engineer	Data Engineering, Development & Devops	Permanent	per annum	8 - 13m	10 - 18m
Lead Developer/Engineer	Data Engineering, Development & Devops	Contract	per hour	6 - 9k	8 - 15k
Machine Learning Engineer	Data Engineering, Development & Devops	Permanent	per annum	8 - 12m	8 - 12m
Machine Learning Engineer	Data Engineering, Development & Devops	Contract	per hour	4 - 9k	4 - 15k
NLP Engineer	Data Engineering, Development & Devops	Permanent	per annum	8 - 12m	8 - 12m
NLP Engineer	Data Engineering, Development & Devops	Contract	per hour	4 - 9k	4 - 15k
Scrum Master	Data Engineering, Development & Devops	Permanent	per annum	10 - 12m	12 - 16m
Scrum Master	Data Engineering, Development & Devops	Contract	per hour	5 - 10k	5 - 15k
Senior DevOps Engineer	Data Engineering, Development & Devops	Permanent	per annum	10 - 16m	10 - 16m
Senior DevOps Engineer	Data Engineering, Development & Devops	Contract	per hour	5 - 10k	8 - 15k
Senior Software Developer/Engineer	Data Engineering, Development & Devops	Permanent	per annum	8 - 13m	8 - 13m
Senior Software Developer/Engineer	Data Engineering, Development & Devops	Contract	per hour	6 - 9k	8 - 15k
Software Developer/Engineer	Data Engineering, Development & Devops	Permanent	per annum	6 - 12m	6 - 12m
Software Developer/Engineer	Data Engineering, Development & Devops	Contract	per hour	3 - 6.2k	5 - 15k

*Figures shown in local currency

JOB TITLE	JOB GROUP	ROLE TYPE	PAY RATE	2021	2022
Analytics Specialist	Data Science & Analytics	Permanent	per annum	8 - 12m	8 - 12m
Analytics Specialist	Data Science & Analytics	Contract	per hour	3 - 6.2k	5 - 15k
Chief Data Scientist	Data Science & Analytics	Permanent	per annum	15 - 20m	15 - 20m
Chief Data Scientist	Data Science & Analytics	Contract	per hour	5 - 20k	8 - 15k
Data Scientist	Data Science & Analytics	Permanent	per annum	10 - 16m	10 - 16m
Data Scientist	Data Science & Analytics	Contract	per hour	3 - 6.2k	5 - 15k
Head of Data Analytics	Data Science & Analytics	Permanent	per annum	15 - 18m	15 - 20m
Head of Data Analytics	Data Science & Analytics	Contract	per hour	5 - 20k	10 - 20k
Machine Learning Engineer	Data Science & Analytics	Permanent	per annum	6 - 12m	8 - 12m
Machine Learning Engineer	Data Science & Analytics	Contract	per hour	3 - 6.2k	5 - 15k
NLP Specialist	Data Science & Analytics	Permanent	per annum	6 - 12m	8 - 12m
NLP Specialist	Data Science & Analytics	Contract	per hour	3 - 15k	5 - 15k
Senior Data Scientist	Data Science & Analytics	Permanent	per annum	10 - 16m	10 - 16m
Senior Data Scientist	Data Science & Analytics	Contract	per hour	5 - 10k	8 - 15k
Application Support Analyst	Technology	Permanent	per annum	12 - 18m	12 - 18m
Application Support Analyst	Technology	Contract	per hour	2 - 4k	3 - 8k
Information Security Analyst	Technology	Permanent	per annum	9 - 18m	9 - 18m
Information Security Analyst	Technology	Contract	per hour	3 - 6.2k	4 - 12k
Infrastructure Engineer	Technology	Permanent	per annum	6 - 11m	8 - 11m

*Figures shown in local currency

JOB TITLE	JOB GROUP	ROLE TYPE	PAY RATE	2021	2022
Infrastructure Engineer	Technology	Contract	per hour	3 - 6.2k	3 - 12k
IT Manager	Technology	Permanent	per annum	12 - 14m	2 - 16m
IT Manager	Technology	Contract	per hour	5 - 10k	5 - 10k
Product Engineer	Technology	Permanent	per annum	7.5 - 13m	7.5 - 13m
Product Engineer	Technology	Contract	per hour	3 - 6.2k	3 - 6.2k
Product Manager	Technology	Permanent	per annum	12 - 24m	12 - 24m
Product Manager	Technology	Contract	per hour	5 - 10k	5 - 15k
QA Engineer	Technology	Permanent	per annum	5 - 10m	5 - 10m
QA Engineer	Technology	Contract	per hour	3 - 6.2k	3 - 9k
Security Engineer	Technology	Permanent	per annum	6 - 10m	6 - 10m
Security Engineer	Technology	Contract	per hour	3 - 6.2k	4 - 15k
Site Reliability Engineer	Technology	Permanent	per annum	8 - 13m	8 - 13m
Site Reliability Engineer	Technology	Contract	per hour	3 - 6.2k	4 - 15k
Solutions Architect	Technology	Permanent	per annum	12 - 18m	12 - 18m
Solutions Architect	Technology	Contract	per hour	5 - 10k	8 - 15k
Technical Lead	Technology	Permanent	per annum	9 - 15m	9 - 15m
Technical Lead	Technology	Contract	per hour	5 - 10k	8 - 15k
Test Engineer	Technology	Permanent	per annum	5 - 10m	5 - 10m
Test Engineer	Technology	Contract	per hour	3 - 6.2k	4 - 9k

*Figures shown in local currency



AUSTRALIA
FINTECH TALENT HUB

As a rapidly growing area in technology in Australia, the FinTech sector in Australia has seen an increasing number of larger deals and successful cash-outs by local venture capital companies and early-stage entrepreneurs. According to findexable's 2021 Global FinTech ranking, Australia is currently ranked top six globally and is in the top two in Asia Pacific, based on the country's high number of quality FinTech companies and the overall business environment. With Sydney being a great springboard for expansion into the US and Asia markets, it is now being touted as the next 'Silicon Valley' for FinTech players.



6th

Global FinTech Ranking according to **FINDEXABLE**



\$1bn+

Venture capital transactions in local FinTech firms



600

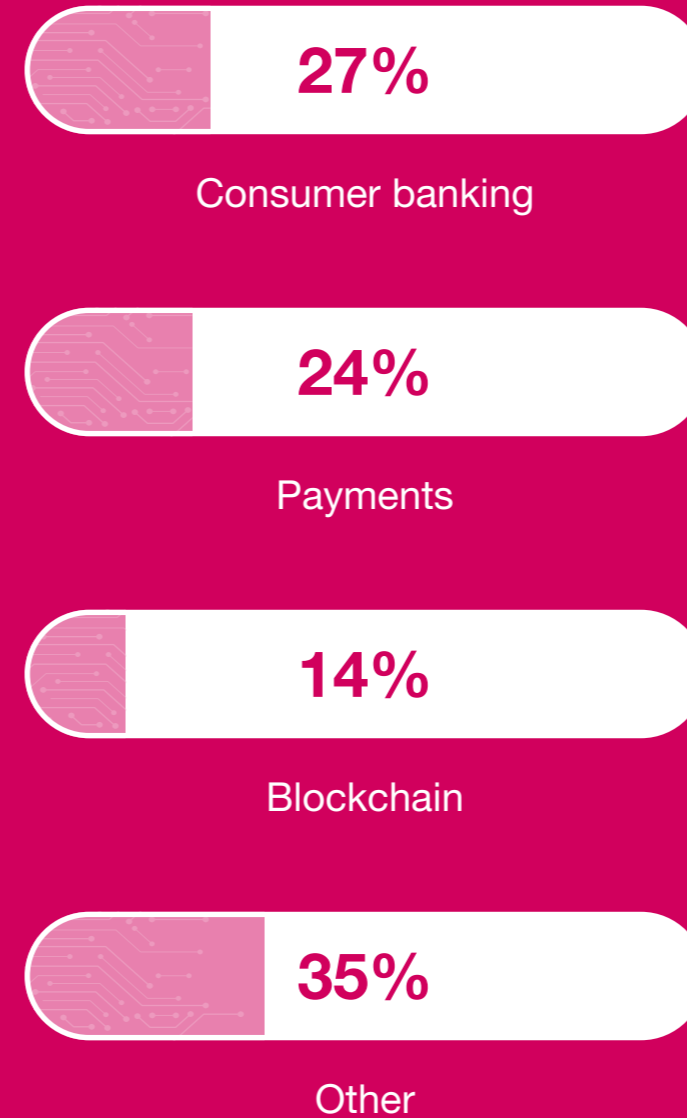
No. of active FinTech firms in Australia

FinTech Landscape

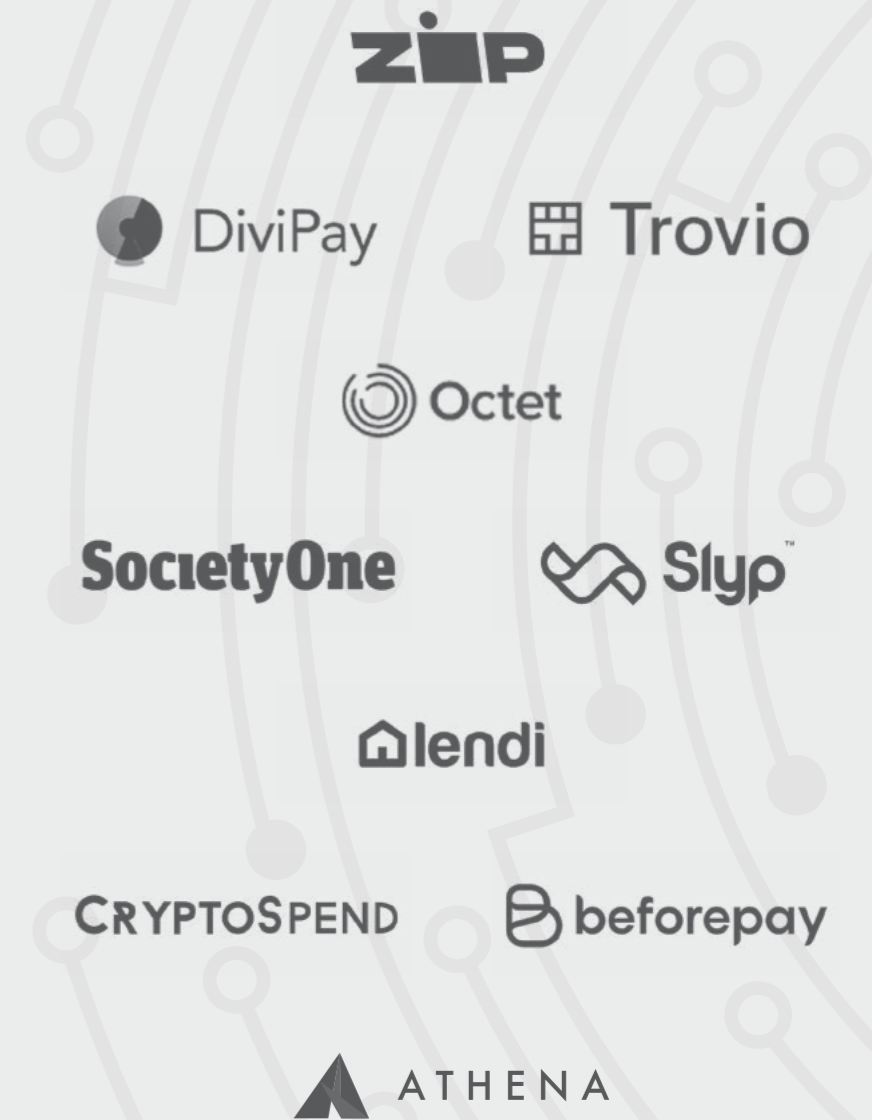
Australia currently has a total of over 600 FinTech companies, with a sizeable 169 active FinTech firms operating out of Sydney. Among these existing FinTech players, recent years' emphasis has been on the areas of lending, buy now and pay later, blockchain and cryptocurrency, neo-banking and cloud banking. FinTech companies in those areas, such as Judo Bank (Neo-banking), Afterpay Touch (Buy now, pay later), Athena Home Loans (Lending) have seen particular success. Increasing number of FinTech players in the country are also eyeing IPOs to gain access on a larger pool of funds and opportunities.

In terms of business expansion, Australia, with its business climate, talent pool, and proximity to Asia and the US, provides FinTech companies with an excellent middle-ground to branch out into wider markets. Equally, with the rise in remote working and hybrid workforces, FinTech companies in Australia are recognising the potential of a blended talent model, where certain roles can be parked offshore in for example, Asia, to reduce operating costs.

Diversity in FinTechs



Notable FinTech's



Talent Landscape

As FinTech players in Australia seek to further scale their businesses, there is intense competition to secure talent with industry related experience. In Australia, FinTech roles in demand are mainly tech driven, and include; Full Stack Software Engineers, DevOps Engineers, Senior Machine Learning Engineers, and roles in Cybersecurity.

For these roles, most FinTech companies in Australia often expect professionals to come fully equipped with the relevant technical skills, such as in cloud, open source or data. Besides hard skillsets, FinTech professionals with prior background in the financial services or in modern smaller tech firms tend to stand in good stead, as they are expected to possess better understanding of the FinTech industry and are able to wear multiple hats to help drive the business forward.

Other desired soft skills include flexibility and versatility in adapting to rapid changes, and the ability to work and communicate in teams.

While Australia does have an immigration barrier preventing foreign professionals from easily finding work in the country, for highly-skilled talent (often in more senior positions), there is a fast-track lane under the country's Global Talent Visa Programme that enables foreign skilled professional to better work and live in Australia. The FinTech industry is one of the 10 targeted sectors under the Global Talent Visa Programme.

167%

YoY increase in number of FinTech jobs

1 in 4

Jobs in FinTech are for Software Engineers



1.5 years

Average tenure

20%
Female

80%
Male

Gender diversity

Advice for hiring FinTech talent

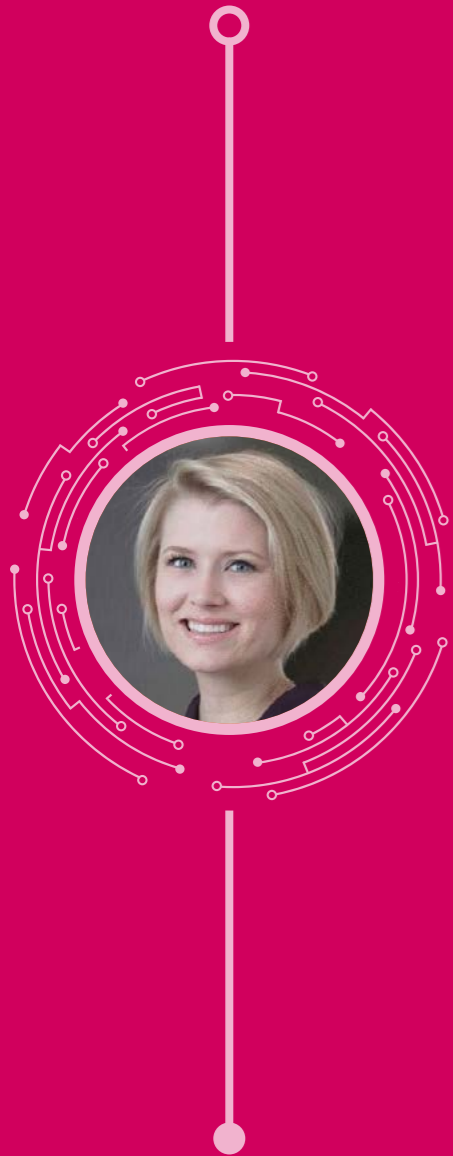
“FinTech companies can better tackle talent shortages by considering – pay, equity, career progression and work flexibility as their main areas of differentiation.

In today’s virtual environment, prospective FinTech employees want to work with best in breed technology in greenfield environments, if you are struggling to source talent, consider whether this is the case in your bushiness.

FinTech professionals are also attracted by the idea of breaking away from working in established large banks – they want to have a variety of responsibilities in a disruptive sector, and be part of the next big ‘unicorn’, so FinTech companies should sell this mentality during the interview process.

Beyond the above factors, FinTech companies in Australia should also cast their searches wider by exploring the junior talent market. Hire high-potential junior level professionals via alternative education providers or training houses, and let them grow in your organisation.”

**Meghan Donnithorne, Director, Tech & Transformation
Robert Walters Australia**



Talent trends



Professionals in demand

- Software Engineers
- Product Management (IT)
- Business Analysis
- UI & UX Design/ Development
- Customer Support

Fastest growing technical skills



- Troubleshooting
- Cybersecurity
- Technical Support

JOB TITLE	JOB GROUP	ROLE TYPE	PAY RATE	2021	2022
Android Developer	Data Engineering, Development & Devops	Permanent	per annum	130-170k	130 - 170k
Android Developer	Data Engineering, Development & Devops	Contract	per day	700 - 900	700 - 900
Architect	Data Engineering, Development & Devops	Permanent	per annum	170-220k	170 - 220k
Architect	Data Engineering, Development & Devops	Contract	per day	1,000 - 1,200	1,000 - 1,200
Back End Developer/Engineer	Data Engineering, Development & Devops	Permanent	per annum	110-140k	110 - 140k
Back End Developer/Engineer	Data Engineering, Development & Devops	Contract	per day	700 - 850	700 - 850
Big Data Architect	Data Engineering, Development & Devops	Permanent	per annum	170-220k	170 - 220k
Big Data Architect	Data Engineering, Development & Devops	Contract	per day	1,000 - 1,200	1,000 - 1,200
CTO	Data Engineering, Development & Devops	Permanent	per annum	180-280k	180 - 280k
CTO	Data Engineering, Development & Devops	Contract	per day	1,200 - 1,600	1,200 - 1,600
Data Developer/Engineer	Data Engineering, Development & Devops	Permanent	per annum	100-160k	100 - 160k
Data Developer/Engineer	Data Engineering, Development & Devops	Contract	per day	750 - 950	750 - 950
DevOps Engineer	Data Engineering, Development & Devops	Permanent	per annum	120-150k	120 - 150k
DevOps Engineer	Data Engineering, Development & Devops	Contract	per day	800 - 900	800 - 900
Front End Developer	Data Engineering, Development & Devops	Permanent	per annum	110-140k	110 - 140k
Front End Developer	Data Engineering, Development & Devops	Contract	per day	700 - 850	700 - 850
Full Stack Developer/Engineer	Data Engineering, Development & Devops	Permanent	per annum	140-180k	140 - 180k
Full Stack Developer/Engineer	Data Engineering, Development & Devops	Contract	per day	750 - 950	750 - 950
Head of Development	Data Engineering, Development & Devops	Permanent	per annum	180-220k	180 - 220k

*Figures shown in local currency

JOB TITLE	JOB GROUP	ROLE TYPE	PAY RATE	2021	2022
Head of Development	Data Engineering, Development & Devops	Contract	per day	1,000 - 1,400	1,000 - 1,400
iOS Developer	Data Engineering, Development & Devops	Permanent	per annum	130-170k	130 - 170k
iOS Developer	Data Engineering, Development & Devops	Contract	per day	700 - 900	700 - 900
JavaScript Developer (React, Vue, Angular)	Data Engineering, Development & Devops	Permanent	per annum	130-180k	130 - 180k
JavaScript Developer (React, Vue, Angular)	Data Engineering, Development & Devops	Contract	per day	700 - 1,000	700 - 1,000
Lead Developer/Engineer	Data Engineering, Development & Devops	Permanent	per annum	160-200k	160 - 200k
Lead Developer/Engineer	Data Engineering, Development & Devops	Contract	per day	1,000 - 1,200	1,000 - 1,200
Machine Learning Engineer	Data Engineering, Development & Devops	Permanent	per annum	120-150k	120 - 150k
Machine Learning Engineer	Data Engineering, Development & Devops	Contract	per day	800 - 1,000	800 - 1,000
NLP Engineer	Data Engineering, Development & Devops	Permanent	per annum	120-150k	120 - 150k
NLP Engineer	Data Engineering, Development & Devops	Contract	per day	800 - 1,000	800 - 1,000
Scrum Master	Data Engineering, Development & Devops	Permanent	per annum	160-180k	160 - 180k
Scrum Master	Data Engineering, Development & Devops	Contract	per day	950 - 1,200	950 - 1,200
Senior DevOps Engineer	Data Engineering, Development & Devops	Permanent	per annum	150-200k	150 - 200k
Senior DevOps Engineer	Data Engineering, Development & Devops	Contract	per day	900 - 1,100	900 - 1,100
Senior Software Developer/Engineer	Data Engineering, Development & Devops	Permanent	per annum	140-180k	140 - 180k
Senior Software Developer/Engineer	Data Engineering, Development & Devops	Contract	per day	850 - 1,000	850 - 1,000
Software Developer/Engineer	Data Engineering, Development & Devops	Permanent	per annum	110-140k	110 - 140k
Software Developer/Engineer	Data Engineering, Development & Devops	Contract	per day	700 - 850	700 - 850

*Figures shown in local currency

JOB TITLE	JOB GROUP	ROLE TYPE	PAY RATE	2021	2022
Analytics Specialist	Data Science & Analytics	Permanent	per annum	110-140k	110 - 140k
Analytics Specialist	Data Science & Analytics	Contract	per day	750 - 900	750 - 900
Chief Data Scientist	Data Science & Analytics	Permanent	per annum	180-230k	180 - 230k
Chief Data Scientist	Data Science & Analytics	Contract	per day	1,100 - 1,300	1,100 - 1,300
Data Scientist	Data Science & Analytics	Permanent	per annum	120-150k	120 - 150k
Data Scientist	Data Science & Analytics	Contract	per day	700 - 900	700 - 900
Head of Data Analytics	Data Science & Analytics	Permanent	per annum	180-260k	180 - 260k
Head of Data Analytics	Data Science & Analytics	Contract	per day	1,000 - 1,300	1,000 - 1,300
Machine Learning Engineer	Data Science & Analytics	Permanent	per annum	120-150k	120 - 150k
Machine Learning Engineer	Data Science & Analytics	Contract	per day	800 - 1,000	800 - 1,000
NLP Specialist	Data Science & Analytics	Permanent	per annum	120-150k	120 - 150k
NLP Specialist	Data Science & Analytics	Contract	per day	500 - 800	500 - 800
Senior Data Scientist	Data Science & Analytics	Permanent	per annum	150-180k	150 - 180k
Senior Data Scientist	Data Science & Analytics	Contract	per day	900 - 1,100	900 - 1,100
Application Support Analyst	Technology	Permanent	per annum	70-110k	70 - 110k
Application Support Analyst	Technology	Contract	per day	500 - 800	500 - 800
Information Security Analyst	Technology	Permanent	per annum	90-160k	90 - 160k
Information Security Analyst	Technology	Contract	per day	600 - 900	600 - 900

*Figures shown in local currency

JOB TITLE	JOB GROUP	ROLE TYPE	PAY RATE	2021	2022
Infrastructure Engineer	Technology	Permanent	per annum	120-160k	120 - 160k
Infrastructure Engineer	Technology	Contract	per day	750 - 950	750 - 950
IT Manager	Technology	Permanent	per annum	140-180k	140 - 180k
Product Engineer	Technology	Permanent	per annum	160-200k	160 - 200k
Product Engineer	Technology	Contract	per day	900 - 1,100	900 - 1,100
Product Manager	Technology	Permanent	per annum	150-180k	150 - 180k
QA Engineer	Technology	Permanent	per annum	120-160k	120 - 160k
QA Engineer	Technology	Contract	per day	800 - 1,000	800 - 1,000
Security Engineer	Technology	Permanent	per annum	120-180k	140 - 200k
Security Engineer	Technology	Contract	per day	800 - 1,000	800 - 1,000
Site Reliability Engineer	Technology	Permanent	per annum	140-180k	140 - 180k
Site Reliability Engineer	Technology	Contract	per day	800 - 1,000	800 - 1,000
Solutions Architect	Technology	Permanent	per annum	160-220k	160 - 220k
Solutions Architect	Technology	Contract	per day	950 - 1,200	950 - 1,200
Technical Lead	Technology	Permanent	per annum	150-180k	150 - 180k
Technical Lead	Technology	Contract	per day	1,000 - 1,400	1,000 - 1,400
Test Engineer	Technology	Permanent	per annum	100-150k	100 - 150k
Test Engineer	Technology	Contract	per day	700 - 900	700 - 900

*Figures shown in local currency

A man in a blue shirt and glasses is standing in a server room, looking at a laptop. The room is filled with server racks and has a blue ambient light. A pink horizontal bar is overlaid on the image, containing the text 'MAINLAND CHINA' and 'FINTECH TALENT HUB'.

MAINLAND CHINA

FINTECH TALENT HUB

The FinTech market in China is a rapidly changing one – in recent years, we saw a growing number of foreign FinTech players seeking to establish a foothold in what is a well-established landscape filled with local behemoths, such as Alibaba, Tencent and Ant Financial.

The Chinese Government's increasingly regulated approach towards the country's FinTech market is shaking up the sector, while its technically strong local talent pool is seeking to grow their FinTech careers under strong brand names and globally-experienced teams.



Global FinTech Ranking according to **FINDEXABLE**



Venture capital transactions in local FinTech firms



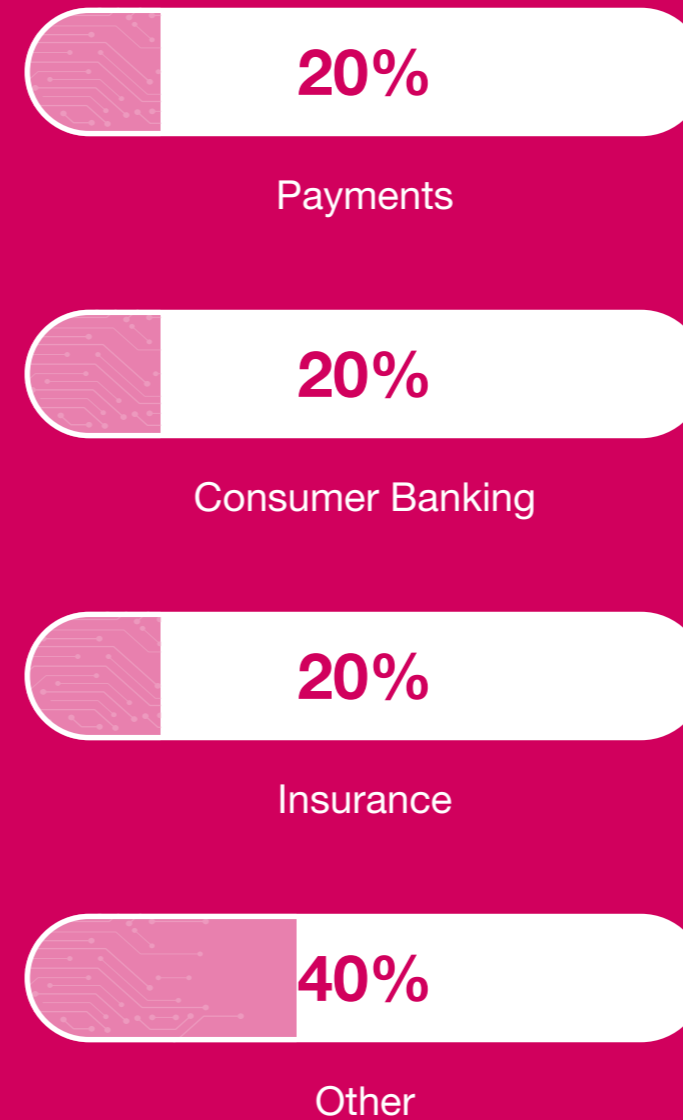
No. of active FinTech firms in Mainland China

FinTech Landscape

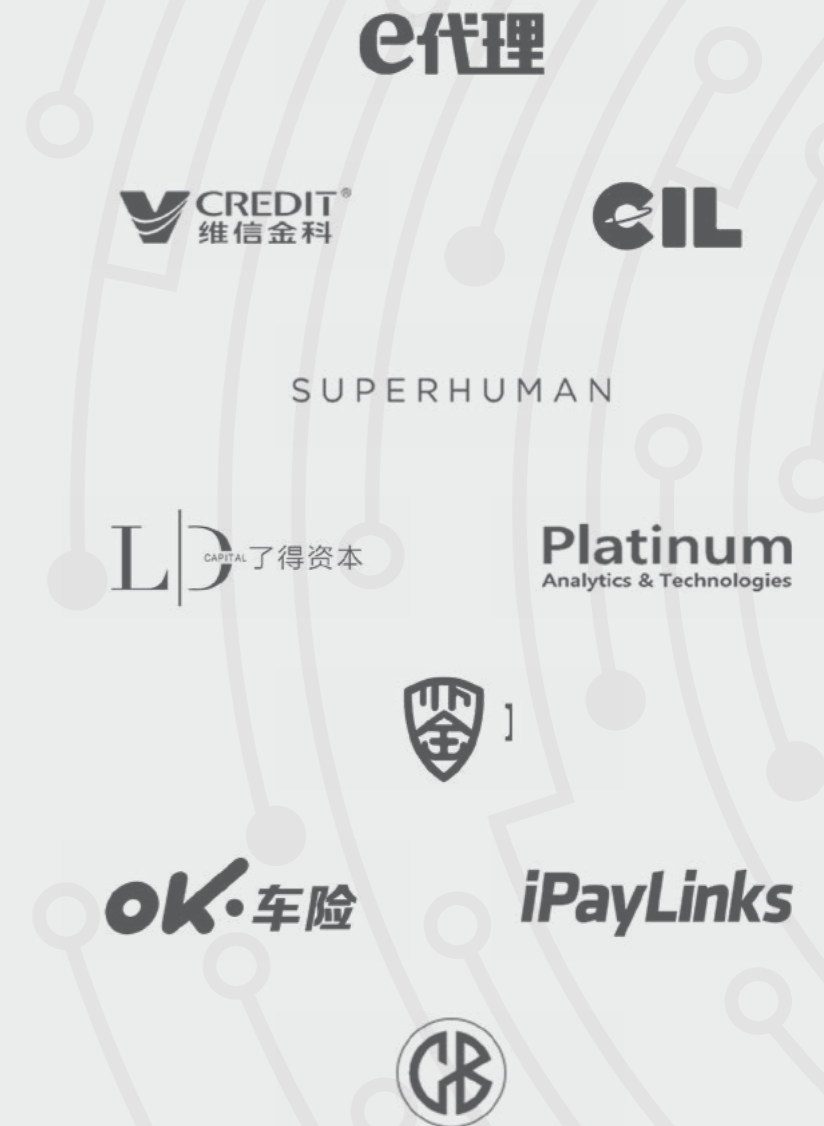
China's consumers and businesses are no stranger to FinTech services, such as e-wallets, mobile payment and digital banking. According to South China Morning Post's inaugural China FinTech Report in 2020, about 87% of consumers use FinTech tools, accessing a US\$29 trillion (200 trillion yuan) mobile payment market. With four out of every five payments in China being done on mobile, China is on track to be the world's first cashless society.

A key development in China's FinTech sector is the growing emphasis on blockchain. As the South China Morning Post's report points out, blockchain has been slated to be a national priority for China, with the country's banks scaling up blockchain use and the country aiming to roll-out the world's first sovereign digital currency during the 2022 Winter Olympics.

Diversity in FinTechs



Notable FinTech's



Talent Landscape

Resultingly, we see strong interest from professionals in being part of this accelerating and evolving FinTech sector in China. Hiring activity in FinTech in China has rose exponentially over the years, and this talent demand is increasingly driven by both local and foreign companies, be it large tech firms or small to medium enterprises. Both companies and professionals are shifting according to the FinTech market trends, and blockchain has become the focal point of interest for many.

While overall talent interest is undoubtedly high, FinTech hiring managers in China are on the lookout for tech professionals who possess the requisite strong technical skills and have relevant work experience in both the field and the working environment.

FinTech tech professionals themselves are on the hunt for a mix of good compensation (options and salary) and career development, in which they seek the opportunity to work as part of impressive technical teams and under managers with experience from big international brands. Across the FinTech market in China, tech professionals with skill sets and past experience in Software Development, R&D, Cybersecurity and DevOps will remain in high demand.

132%

YoY increase in number of FinTech jobs

1 in 6

Jobs in FinTech are for Software Engineers

0.8 years

Average tenure

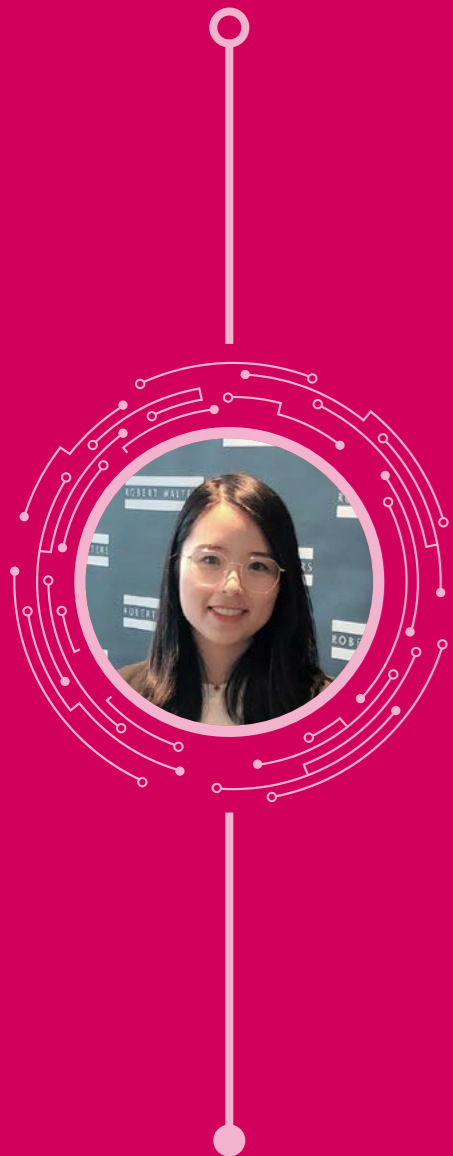
Advice for hiring FinTech talent

“Competition for professionals in the Chinese FinTech market is intense as both local and international companies are looking for the best local talent and overseas returnees.

Companies use different approaches to attract talent - local companies tend to offer options, whereas international businesses offer hybrid work arrangements.

Professionals already working in the sector want hiring managers to better explain the work that the company does, how the prospective employees skills would be a good fit, and in turn, how they can help the company grow. With that being said, compensation and career progression remain the top job criteria for FinTech tech talent in China.”

**Eva Jin, Manager, Tech & Transformation
Robert Walters Mainland China**



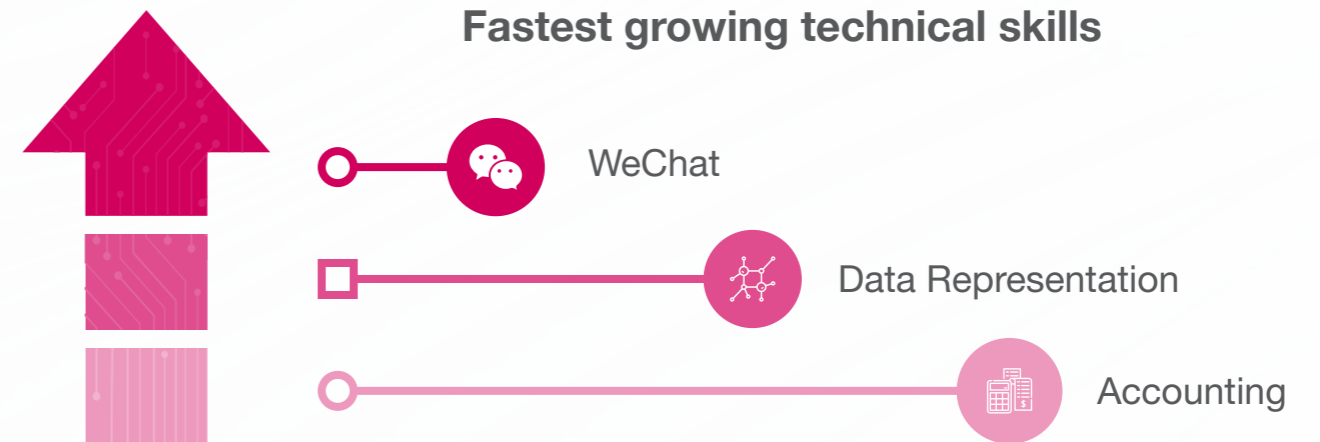
Talent trends



Professionals in demand

- Software Engineers
- Data Analysis
- Product Management (IT)
- Solution Specialist
- Data Scientist

Fastest growing technical skills



JOB TITLE	JOB GROUP	ROLE TYPE	PAY RATE	2021	2022
Back End Developer/Engineer	Data Engineering, Development & Devops	Permanent	per month	300 - 600k	400 - 700k
Software Developer/Engineer	Data Engineering, Development & Devops	Permanent	per month	300 - 600k	300 - 700k
Senior Software Developer/Engineer	Data Engineering, Development & Devops	Permanent	per month	500 - 800k	500 - 800k
Lead Developer/Engineer	Data Engineering, Development & Devops	Permanent	per month	500 - 800k	500 - 800k
DevOps Engineer	Data Engineering, Development & Devops	Permanent	per month	400 - 600k	400 - 600k
Senior DevOps Engineer	Data Engineering, Development & Devops	Permanent	per month	500 - 800k	500 - 800k
Front End Developer	Data Engineering, Development & Devops	Permanent	per month	300 - 550k	300 - 700k
Full Stack Developer/Engineer	Data Engineering, Development & Devops	Permanent	per month	450 - 700k	450 - 800k
Android Developer	Data Engineering, Development & Devops	Permanent	per month	350 - 600k	350 - 600k
iOS Developer	Data Engineering, Development & Devops	Permanent	per month	350 - 600k	350 - 600k
JavaScript Developer (React, Vue, Angular)	Data Engineering, Development & Devops	Permanent	per month	400 - 800k	400 - 800k
Head of Development	Data Engineering, Development & Devops	Permanent	per month	800k - 1.3m	800k - 1.3m
Data Developer/Engineer	Data Engineering, Development & Devops	Permanent	per month	300 - 600k	300 - 600k
Scrum Master	Data Engineering, Development & Devops	Permanent	per month	450 - 700k	450 - 700k
Machine Learning Engineer	Data Engineering, Development & Devops	Permanent	per month	400 - 800k	400 - 800k
NLP Engineer	Data Engineering, Development & Devops	Permanent	per month	300 - 800k	300 - 800k
Architect	Data Engineering, Development & Devops	Permanent	per month	500 - 900k	500 - 900k
Big Data Architect	Data Engineering, Development & Devops	Permanent	per month	450 - 750k	450 - 800k
CTO	Data Engineering, Development & Devops	Permanent	per month	800k - 1.5m	800k - 1.5m

*Figures shown in local currency

JOB TITLE	JOB GROUP	ROLE TYPE	PAY RATE	2021	2022
Chief Data Scientist	Data Science & Analytics	Permanent	per month	700k - 1.2m	700k - 1.2m
Head of Data Analytics	Data Science & Analytics	Permanent	per month	700k - 1m	700k - 1.2m
Data Scientist	Data Science & Analytics	Permanent	per month	400 - 800k	400 - 800k
Senior Data Scientist	Data Science & Analytics	Permanent	per month	600k - 1m	600k - 1.0m
Machine Learning Engineer	Data Science & Analytics	Permanent	per month	400 - 800k	400 - 800k
Analytics Specialist	Data Science & Analytics	Permanent	per month	250 - 500k	250 - 500k
NLP Specialist	Data Science & Analytics	Permanent	per month	250 - 500k	300 - 600k
Application Support Analyst	Technology	Permanent	per month	200 - 400k	200 - 400k
Information Security Analyst	Technology	Permanent	per month	350 - 550k	400 - 700k
IT Manager	Technology	Permanent	per month	300 - 600k	300 - 600k
Product Manager	Technology	Permanent	per month	300 - 700k	300 - 700k
Site Reliability Engineer	Technology	Permanent	per month	400 - 700k	400 - 700k
Solutions Architect	Technology	Permanent	per month	500 - 900k	500 - 900k
Technical Lead	Technology	Permanent	per month	500 - 800k	500 - 800k
Test Engineer	Technology	Permanent	per month	250 - 500k	250 - 500k
QA Engineer	Technology	Permanent	per month	250 - 500k	250 - 500k
Product Engineer	Technology	Permanent	per month	250 - 450k	250 - 450k
Security Engineer	Technology	Permanent	per month	350 - 550k	350 - 700k
Infrastructure Engineer	Technology	Permanent	per month	300 - 500k	300 - 500k

*Figures shown in local currency



NETHERLANDS
FINTECH TALENT HUB

While largely Europe-focused, the FinTech sector in the Netherlands has seen a close mirroring of wider global trends in FinTech – a rapidly growing market with more investment inflows, more tech entrepreneurs establishing their own start-ups, and despite a broadening of available talent due to a rise in remote working arrangements, a strong demand for relevant FinTech professionals in what is still a limited talent pool. Looking ahead, the bulk of industry and hiring activity in FinTech will remain focused in Amsterdam, and the culture of Amsterdam itself will still be a key draw for professionals looking for new FinTech career opportunities.



Global FinTech Ranking according to **FINDEXABLE**



Venture capital transactions in local FinTech firms



No. of active FinTech firms in The Netherlands

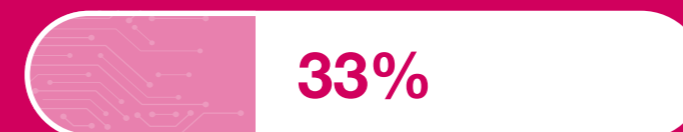
FinTech Landscape

Even before the onset of the global COVID-19 pandemic, the Netherlands has seen its FinTech sector grow rapidly, with a range of successful large FinTech unicorns including Adyen and Mollie among others. Post-Covid, the market has seen the entrance of even more FinTech players. Large banks such as ING are devoting more funds and investments into their FinTech arms and ecosystems, and more tech entrepreneurs are starting their own companies.

Recent industry activity in FinTech in the Netherlands has leaned towards bitcoin, cryptocurrency and digital payments. There is also a large demand for companies that provide a trading focus, as consumers look to receive faster market updates and the latest information for greater competitive advantage.

On the whole, the FinTech sector in the Netherlands is and will continue to be heavily centered in Amsterdam, particularly in Amsterdam's Centrum, as the city possesses good infrastructure, strong international connections, and a well-established FinTech ecosystem of diverse partnerships and competition. The UK's Brexit vote also resulted in more FinTech companies transferring their base of operation from the UK to Amsterdam.

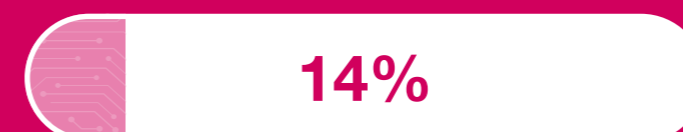
Diversity in FinTechs



Payments



Consumer Banking



Blockchain



Other

Notable FinTech's



Talent Landscape

Competition for talent in The Netherlands is particularly strong for professionals with strong skillsets in Java, Data, DevOps and Cybersecurity – businesses are finding it hard to hire such talent and the average tenure of FinTech professionals tends to be relatively short as well.

Nonetheless, FinTech companies in the Netherlands still prefer professionals who are dedicated specialists and are committed to a longer tenure in one company. In terms of soft skills, as per start-ups in other industries, FinTech businesses tend to want talent who can operate in a structured manner but also creatively, and are sociable and team-players, together with possessing a can-do attitude.

Dependent on the size of the company, FinTech businesses are also looking for professionals with strong knowledge and experience of the complex legal and compliance framework of the country's FinTech sector.

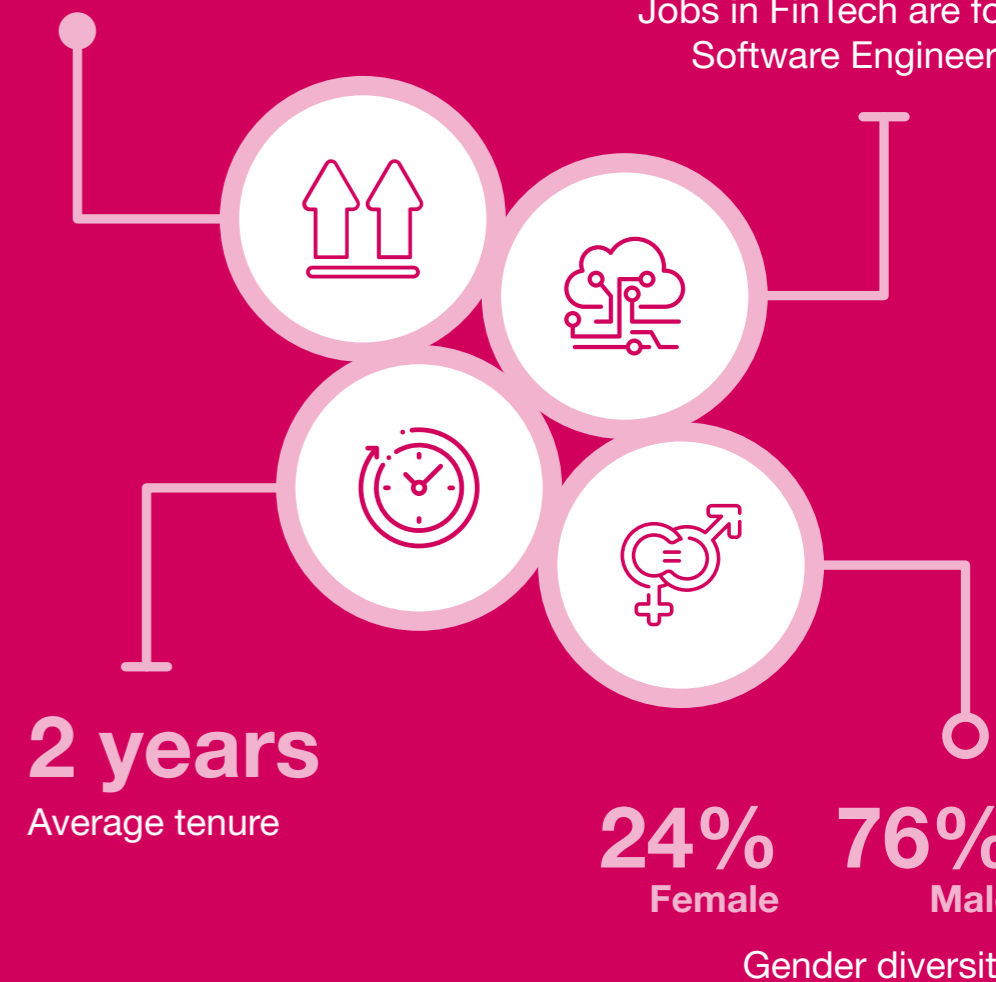
In terms of openness to foreign professionals, the Netherlands has a relatively open-door policy to foreign talent, and the international culture in Amsterdam is attractive to those considering international relocation.

117%

YoY increase in number of FinTech jobs

1 in 5

Jobs in FinTech are for Software Engineers



Advice for hiring FinTech talent

“To tackle this hiring challenge, FinTech companies in the Netherlands should look into better selling their companies, products and teams to prospective employees. To talent with the right skillsets, the money component of the job is important but equally critical is the sense of purpose the role provides – FinTech professionals want to make a difference to the wider community and industry.

Consequently, more FinTech professionals are switching from jobs in big banks to smaller start-ups, where the mentality, organisational culture and personal impact are more agile, direct and immediate. FinTech companies should hence go beyond salaries and equities, by defining their organisational purpose and relating it back to prospective employees.”

**Ton van der Kooi, Senior Manager,
Banking & Financial Services,
Robert Walters Netherlands**



Talent trends



Professionals in demand

- Product Management (IT)
- Business Analysis
- Implementation Management
- Support
- Software Engineering



Fastest growing technical skills

- Insurance
- Customer Experience
- Data Mining

JOB TITLE	JOB GROUP	ROLE TYPE	PAY RATE	2021	2022
Architect Data Engineering	Development & Devops	Permanent	per annum	65 - 85k	65 - 85k
Architect Data Engineering	Development & Devops	Interim	per hour	75 - 100	75 - 100
Big Data Architect Data Engineering	Development & Devops	Permanent	per annum	65 - 85k	65 - 85k
Big Data Architect Data Engineering	Development & Devops	Interim	per hour	75 - 100	75 - 100
CTO Data Engineering	Development & Devops	Permanent	per annum	125 - 240k	125 - 240k
CTO Data Engineering	Development & Devops	Interim	per hour	85 - 100	85 - 100
Head of Data Analytics	Data Science & Analytics	Permanent	per annum	85 - 125k	85 - 125k
Head of Data Analytics	Data Science & Analytics	Interim	per hour	95 - 120	95 - 120
Data Scientist	Data Science & Analytics	Permanent	per annum	55 - 75k	55 - 75k
Data Scientist	Data Science & Analytics	Interim	per hour	75 - 95	75 - 95
Analytics Specialist	Data Science & Analytics	Permanent	per annum	65 - 85k	65 - 85k
Analytics Specialist	Data Science & Analytics	Interim	per hour	85 - 115	85 - 115

*Figures shown in local currency



SINGAPORE

FINTECH TALENT HUB

Singapore's FinTech sector is at a rapidly growing stage – while established companies set up innovation labs and digital arms to capture a slice of this fast-growing segment, new players, both home-grown and foreign-based, are entering the field to provide new value to consumers, who are increasingly open to taking their financial transactions online or through new, virtual means. What this means for FinTech businesses and tech talent in the country is that for the foreseeable future, demand for FinTech tech professionals in Singapore will remain high amid a limited existing talent pool. However, efforts by the Monetary Authority of Singapore in further developing the country's FinTech talent and encouraging innovation should help alleviate the competitive tech talent market to some extent.



Global FinTech Ranking according to **FINDEXABLE**



Venture capital transactions in local FinTech firms



No. of active FinTech firms in Singapore

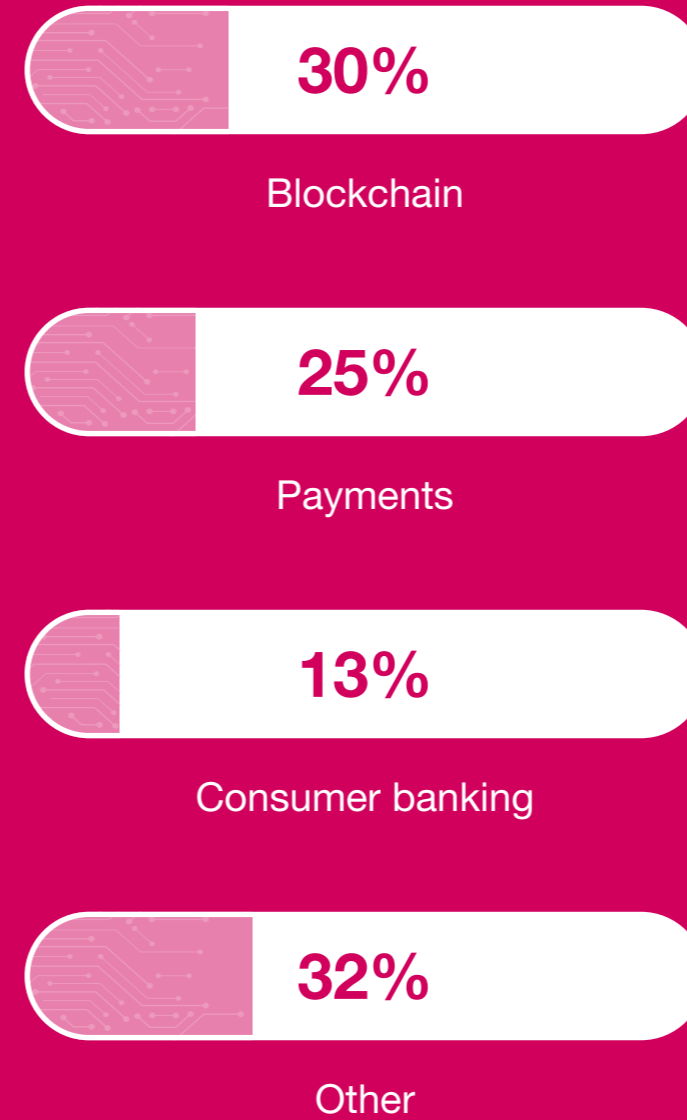
FinTech Landscape

Singapore’s status as a key global financial hub continues in the field of FinTech. In June 2021, FinTech analytics provider, findexable and cloud banking platform, Mambu published their second annual Global FinTech Ranking, in which Singapore was ranked fourth in the world and top in Asia-Pacific for the number and quality of privately-owned FinTech firms and the local business climate. Another 2021 research report by London-based FinTech company, Boku revealed that South East Asia is the world’s fastest growing mobile wallet market, and Singapore in particular, will hit a 95% mobile wallet penetration rate by 2025.

Such a well structured and integrated business environment has been promoted in part by the Monetary Authority of Singapore (MAS). MAS has over the years actively promoted Singapore’s FinTech sector through measures, such as regulatory sandboxes that enable FinTech players to launch their products to limited groups of consumers without needing to clear overly harsh licensing rules, and setting aside cash to encourage global financial institutions to establish innovation labs in the country.

In recent years, especially with the onset of the global COVID-19 pandemic, we see the focus in Singapore’s FinTech sector being increasingly on cryptocurrency and cashless payment/e-wallets. Based on our data, the current top five FinTech segments in the city (ranked by the number of companies within each subsector) are namely, blockchain (30%), payments (25%), consumer banking (13%), big data (7%), and insurance (6%). Resultingly, local and foreign banks are ramping up their own FinTech capabilities – in fact, some financial institutions are even rebranding themselves to be more in line with tech firms, as they are no longer just brick-and-mortar shopfronts. In today’s hyper-competitive climate, FinTech businesses in Singapore are generally more aggressive in their go-to-market strategies in a bid to capture first mover advantage or market share.

Diversity in FinTechs



Notable FinTech’s



Talent Landscape

With the FinTech sector in Singapore being in its current red-hot state, FinTech companies are inevitably seeking out relevant talent more aggressively to help drive their next stage of growth. 2021 saw a 163% increase in the total number of FinTech tech jobs available in Singapore, compared to 2020, of which about 1 in 3 openings were for Software Engineers. Moreover, besides the booming tech sales segment, other areas where FinTech players are hiring aggressively are namely IT consulting, product management (IT), customer success and business analysis.

What MAS and its sister agencies have done to address this lack of skilled tech manpower in FinTech, is to run several government-led initiatives such as the TechSkills Accelerator (TeSA), Professional Conversion Programmes, and Enhanced Financial Sector Technology and Innovation Scheme (FSTI 2.0), to help fund, train and retrain local talent. Similarly, local universities and even financial institutions have started running or partnered with various FinTech organisations to run programmes that train participants on necessary FinTech skills, with often a traineeship component included.

FinTech companies are on the lookout for good relevant technical skills. Potential employees need to be the best fit for the job, and this often means hired professionals need to be technically hands-on with a good appreciation of wider technologies that might come into play. According to LinkedIn’s research, data science, operations and artificial intelligence are the fastest growing technical skill sets for FinTech talent in Singapore, so FinTech professionals should also consider retraining or upskilling in these areas.

Accompanying the need for good technical skills are softer skills such as teamwork, agility, passion for technology, and presenting technical information in an easy, comprehensible way. If professionals possess the necessary technical and soft skills, they might well find FinTech companies being open to taking them on, even if they do not have a previous FinTech or tech background.

163%

YoY increase in number of FinTech jobs

1 in 3

Jobs in FinTech are for Software Engineers



1.3 years

Average tenure

26%
Female

74%
Male

Gender diversity

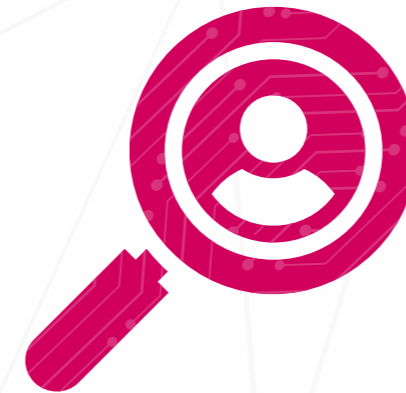
Advice for hiring FinTech talent

“In a candidate short market where there are more jobs available than professionals, compensation in terms of salaries and stock options continue to play a big part in FinTech professionals' career decisions. However, they are also balancing this need with a desire for good work life balance and open and effective management. FinTech businesses who are unable to match professionals' expected compensation packages hence can instead emphasise flexibility through remote working arrangements for instance, and clear opportunities for training and upskilling, especially on areas of cutting-edge technologies that talent will be unable to experience elsewhere.”

**Faiz Modak, Associate Director, Technology,
Robert Walters Singapore**



Talent trends



Professionals in demand

- Software Engineers
- IT Consultants
- Product Management
- Customer Success
- Business Analysis

Fastest growing technical skills



- Data Science
- Operations
- Artificial Intelligence

JOB TITLE	JOB GROUP	ROLE TYPE	PAY RATE	2021	2022
Software Architect	Applications & Development	Permanent	per annum	120 - 250k	120 - 250k
Software Architect	Applications & Development	Contract	per month	12 - 20k	13 - 22k
Development Manager	Applications & Development	Permanent	per annum	120 - 250k	120 - 250k
Development Manager	Applications & Development	Contract	per month	10 - 20k	12 - 22k
Application Support Manager	Applications & Development	Permanent	per annum	120 - 180k	120 - 180k
Application Support Manager	Applications & Development	Contract	per month	12 - 17k	12 - 20k
Developer (5-10 yrs' experience)	Applications & Development	Permanent	per annum	70 - 150k	70 - 150k
Developer (5-10 yrs' experience)	Applications & Development	Contract	per month	8 - 15k	9 - 16k
Application Support Analyst/Tester	Applications & Development	Permanent	per annum	70 - 150k	70 - 150k
Application Support Analyst/Tester	Applications & Development	Contract	per month	8 - 12k	8,5 - 13k
Developer (2-5 yrs' experience)	Applications & Development	Permanent	per annum	60 - 90k	60 - 90k
Developer (2-5 yrs' experience)	Applications & Development	Contract	per month	4 - 7k	5 - 8k
Cyber Security Specialist (6-10 yrs' experience)	Cyber Security & Information Security	Permanent	per annum	100 - 180k	100 - 180k
Cyber Security Specialist (6-10 yrs' experience)	Cyber Security & Information Security	Contract	per month	10 - 20k	10 - 20k
Application Security Specialist (6-10 yrs' experience)	Cyber Security & Information Security	Permanent	per annum	100 - 180k	100 - 180k
Application Security Specialist (6-10 yrs' experience)	Cyber Security & Information Security	Contract	per month	10 - 18k	10 - 18k
Infrastructure Security Specialist (6-10 yrs' experience)	Cyber Security & Information Security	Permanent	per annum	100 - 180k	100 - 180k
Infrastructure Security Specialist (6-10 yrs' experience)	Cyber Security & Information Security	Contract	per month	8 - 12k	8 - 12k

*Figures shown in local currency

JOB TITLE	JOB GROUP	ROLE TYPE	PAY RATE	2021	2022
Cyber Security Specialist (2-5 yrs' experience)	Cyber Security & Information Security	Permanent	per annum	60 - 120k	75 - 120k
Cyber Security Specialist (2-5 yrs' experience)	Cyber Security & Information Security	Contract	per month	6 - 12k	6 - 12k
Application Security Specialist (2-5 yrs' experience)	Cyber Security & Information Security	Permanent	per annum	60 - 120k	75 - 120k
Application Security Specialist (2-5 yrs' experience)	Cyber Security & Information Security	Contract	per month	6 - 10k	6 - 10k
Infrastructure Security Specialist (2-5 yrs' experience)	Cyber Security & Information Security	Permanent	per annum	60 - 120k	75 - 120k
Infrastructure Security Specialist (2-5 yrs' experience)	Cyber Security & Information Security	Contract	per month	6 - 10k	6 - 10k
DevOps	Emerging Technologies	Permanent	per annum	90 - 180k	100 - 200k
DevOps	Emerging Technologies	Contract	per month	8 - 12k	9 - 15k
Cloud Engineer	Emerging Technologies	Permanent	per annum	90 - 180k	100 - 200k
Cloud Engineer	Emerging Technologies	Contract	per month	8 - 15k	9 - 15k
Site Reliability Engineer	Emerging Technologies	Permanent	per annum	90 - 180k	100 - 200k
Site Reliability Engineer	Emerging Technologies	Contract	per month	8 - 15k	8 - 15k
Service Delivery Manager	Infrastructure	Permanent	per annum	100 - 180k	100 - 180k
Service Delivery Manager	Infrastructure	Contract	per month	10 - 18k	10 - 18k
IT Manager	Infrastructure	Permanent	per annum	100 - 180k	100 - 180k
IT Manager	Infrastructure	Contract	per month	10 - 18k	10 - 18k
Database Administrator	Infrastructure	Permanent	per annum	80 - 160k	80 - 160k
Database Administrator	Infrastructure	Contract	per month	7 - 15k	7 - 15k

*Figures shown in local currency

JOB TITLE	JOB GROUP	ROLE TYPE	PAY RATE	2021	2022
Network Engineer/Systems Admin/Help Desk (6-10 yrs' experience)	Infrastructure	Permanent	per annum	70 - 150k	70 - 150k
Network Engineer/Systems Admin/Help Desk (6-10 yrs' experience)	Infrastructure	Contract	per month	7 - 15k	7 - 15k
Network Engineer/Systems Admin/Help Desk (2-5 yrs' experience)	Infrastructure	Permanent	per annum	40 - 80k	50 - 80k
Network Engineer/Systems Admin/Help Desk (2-5 yrs' experience)	Infrastructure	Contract	per month	3 - 7k	3 - 7k
Chief Technology Officer	Management	Permanent	per annum	200 - 500k	200 - 500k
Chief Technology Officer	Management	Contract	per month	30 - 60k	30 - 60k
Program Manager	Projects & Change	Permanent	per annum	180 - 400k	180 - 400k
Program Manager	Projects & Change	Contract	per month	15 - 20k	15 - 20k
Product Owners	Projects & Change	Permanent	per annum	100 - 240k	100 - 240k
Product Owners	Projects & Change	Contract	per month	10 - 20k	10 - 20k
Project Manager	Projects & Change	Permanent	per annum	100 - 250k	100 - 250k
Project Manager	Projects & Change	Contract	per month	8 - 22k	8 - 22k
Change Manager	Projects & Change	Permanent	per annum	100 - 200k	100 - 200k
Change Manager	Projects & Change	Contract	per month	10 - 20k	10 - 20k
Business Analyst	Projects & Change	Permanent	per annum	70 - 150k	80 - 150k
Business Analyst	Projects & Change	Contract	per month	6 - 18k	6 - 18k
Project Management Officer	Projects & Change	Permanent	per annum	80 - 240k	80 - 240k
Project Management Officer	Projects & Change	Contract	per month	6 - 15k	6 - 15k

*Figures shown in local currency

SPAIN

FINTECH TALENT HUB

While the FinTech sector in Spain is relatively small compared to major global FinTech hubs such as London and New York, recent years have seen a boom in the FinTech market in cities such as Madrid on the back of factors such as industry-wide digital transformation, businesses' investment in new technologies, laws promoting a regulatory sandbox, and the wider macro trend of COVID-19 and remote working. Start-ups continue to make up the large majority of FinTech businesses in Spain, but large national banks such as Santander and BBVA have previously acquired a sizeable number of FinTech start-ups to bolster their own FinTech capabilities. On the whole, while the market trend in FinTech in Spain is currently moving towards payments, cryptocurrency and lending, the strong need for relevant talent, especially tech professionals, remain unchanged, and business and hiring activities in FinTech are set to further soar in the next two to three years.



Global FinTech Ranking according to **FINDEXABLE**



Venture capital transactions in local FinTech firms



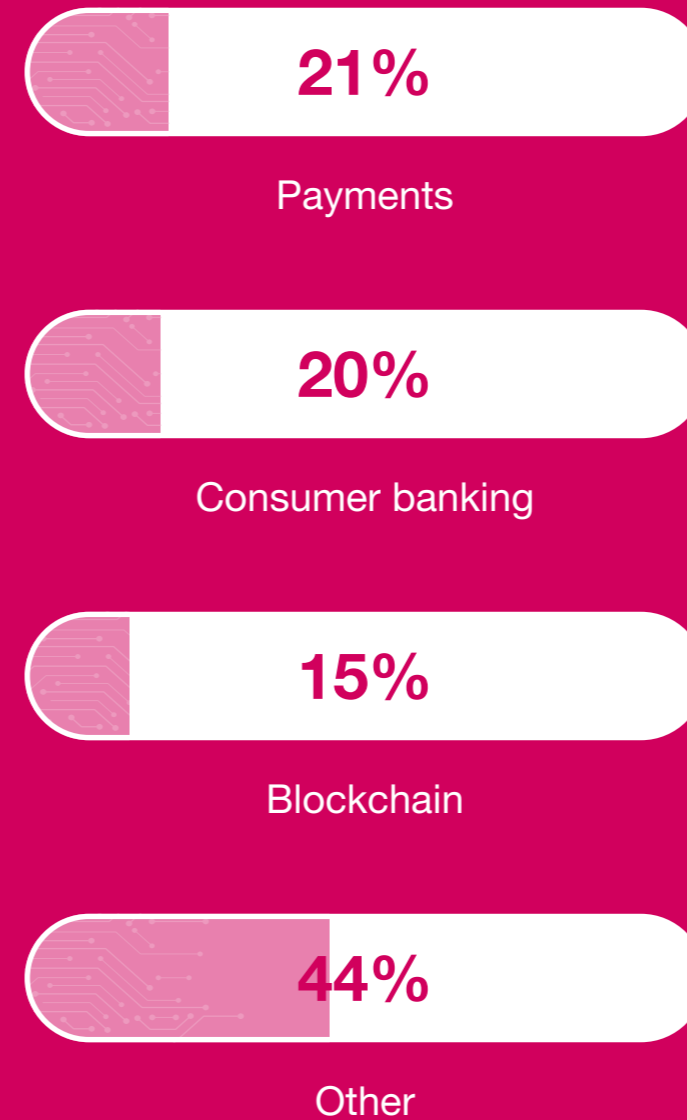
No. of active FinTech firms in Spain

FinTech Landscape

According to FinTech marketplace platform, Finnovating, Spain's FinTech industry experienced a 15 per cent increase to reach over 463 FinTech companies in 2020, contributing more than 12,000 jobs. While FinTech is steadily being integrated into nearly every business sector in the country, key segments in the country include payments, cryptocurrency, lending, enterprise, trading and markets, and insurance. Payments in particular, is the biggest area of FinTech in Spain, with Bizum having become the new national standard for mobile payment.

When it comes to business expansion, while traditional Spanish companies tend to choose the rest of Latin America as their first destination for growth, today's FinTech players in Spain are increasingly bucking the status quo by focusing on developing a good product and a global outlook right from the get-go. FinTech companies abroad are increasingly perceiving Spain as an attractive business destination in Europe, due to more manageable wages, ability of tech professionals to work remotely, and the relative ease of obtaining good funding as a FinTech start-up in Spain.

Diversity in FinTechs



Notable FinTech's



Talent Landscape

Across the FinTech market in Spain, companies are urgently seeking software developers and data engineers to help fuel their growth. Particular, cybersecurity is a very niche sector in Spain and hence, FinTech companies will have a much harder time finding suitable talent in this field. This is compounded by the general lack of STEM students and professionals in the country, so companies would have to explore alternative educational pathways such as IT/coding bootcamps to find relevant talent.

For tech professionals interested in entering or scaling up their career in the FinTech sector in Spain, they would need to ensure their technical skills are up to par as companies often require extensive technical tests to determine their potential hires. Beyond technical skillsets, professionals would do well to calibrate and align their mindset to the objectives of their desired company; if a talent is able to place the

company's profits and results at the forefront, they will be more attractive to the business. Lastly, FinTech start-ups in Spain are generally more receptive to hiring professionals with previous start-up experience, and this is in part due to these start-ups' emphasis on a young start-up culture versus a more traditional and structured business environment.

210%

YoY increase in number of FinTech jobs

1 in 8

Jobs in FinTech are for Software Engineers



1.7 years

Average tenure

24%
Female

76%
Male

Gender diversity

Advice for hiring FinTech talent

“With hiring activity in FinTech set to further accelerate in the coming years, FinTech companies will be fighting for talent amid a limited talent pool. Tech professionals are constantly being approached and poached by multiple companies but as a result, many are also feeling burnt-out from such an intense recruitment process. How companies can better attract and secure their desired talent would be to truncate and speed up the hiring process, and to keep applicants engaged from start to finish.

One of the hardest parts in fact for FinTech companies in Spain would be in retaining talent. An effect of the COVID-19 pandemic and the resulting rise in remote and global working is that employees are lacking a sense of attachment and belonging to their companies, and are choosing to find a different job when a suitable opportunity arises.”

Alberto Muñoz, Director, Technology, Robert Walters Spain



Talent trends



Professionals in demand

- Product Owner
- Software Engineering
- UI & UX Design/ Development
- Data Analysis
- Pre-Sales Consultant



Fastest growing technical skills

- Customer Experience
- Cybersecurity
- Insurance

JOB TITLE	JOB GROUP	ROLE TYPE	PAY RATE	2021	2022
Back End Developer/Engineer	Data Engineering, Development & Devops	Permanent	Per annum	40 - 55k	45 - 55k
Software Developer/Engineer	Data Engineering, Development & Devops	Permanent	Per annum	40 - 55k	45 - 60k
Senior Software Developer/Engineer	Data Engineering, Development & Devops	Permanent	Per annum	50 - 65k	55 - 70k
Lead Developer/Engineer	Data Engineering, Development & Devops	Permanent	Per annum	60 - 70k	65 - 80k
DevOps Engineer	Data Engineering, Development & Devops	Permanent	Per annum	45 - 60k	50 - 65k
Senior DevOps Engineer	Data Engineering, Development & Devops	Permanent	Per annum	55 - 70k	55 - 75k
Front End Developer	Data Engineering, Development & Devops	Permanent	Per annum	40 - 55k	45 - 55k
Full Stack Developer/Engineer	Data Engineering, Development & Devops	Permanent	Per annum	45 - 60k	50 - 60k
Android Developer	Data Engineering, Development & Devops	Permanent	Per annum	35 - 50k	40 - 55k
iOS Developer	Data Engineering, Development & Devops	Permanent	Per annum	35 - 50k	40 - 55k
JavaScript Developer (React, Vue, Angular)	Data Engineering, Development & Devops	Permanent	Per annum	40 - 55k	45 - 55k
Head of Development	Data Engineering, Development & Devops	Permanent	Per annum	65 - 80k	70 - 90k
Data Developer/Engineer	Data Engineering, Development & Devops	Permanent	Per annum	45 - 60k	50 - 65k
Scrum Master	Data Engineering, Development & Devops	Permanent	Per annum	40 - 55k	45 - 55k
Machine Learning Engineer	Data Engineering, Development & Devops	Permanent	Per annum	45 - 60k	50 - 70k

*Figures shown in local currency

JOB TITLE	JOB GROUP	ROLE TYPE	PAY RATE	2021	2022
NLP Engineer	Data Engineering, Development & Devops	Permanent	Per annum	50 - 60k	50 - 60k
Architect	Data Engineering, Development & Devops	Permanent	Per annum	70 - 85k	75 - 90k
Big Data Architect	Data Engineering, Development & Devops	Permanent	Per annum	65 - 80k	65 - 80k
CTO	Data Engineering, Development & Devops	Permanent	Per annum	95 - 120k	100 - 130k
Chief Data Scientist	Data Science & Analytics	Permanent	Per annum	85 - 110k	90 - 115k
Head of Data Analytics	Data Science & Analytics	Permanent	Per annum	75 - 90k	75 - 95k
Data Scientist	Data Science & Analytics	Permanent	Per annum	45 - 55k	45 - 60k
Senior Data Scientist	Data Science & Analytics	Permanent	Per annum	50 - 65k	50 - 70k
Machine Learning Engineer	Data Science & Analytics	Permanent	Per annum	50 - 65k	50 - 65k
Analytics Specialist	Data Science & Analytics	Permanent	Per annum	40 - 50k	45 - 55k
NLP Specialist	Data Science & Analytics	Permanent	Per annum	45 - 55k	45 - 55k
Application Support Analyst	Technology	Permanent	Per annum	40 - 50k	40 - 50k
Information Security Analyst	Technology	Permanent	Per annum	40 - 50k	45 - 55k
IT Manager	Technology	Permanent	Per annum	55 - 75k	55 - 75k
Product Manager	Technology	Permanent	Per annum	50 - 65k	50 - 70k

*Figures shown in local currency

JOB TITLE	JOB GROUP	ROLE TYPE	PAY RATE	2021	2022
Site Reliability Engineer	Technology	Permanent	Per annum	60 - 75k	65 - 80k
Solutions Architect	Technology	Permanent	Per annum	65 - 75k	65 - 80k
Technical Lead	Technology	Permanent	Per annum	65 - 75k	65 - 80k
Test Engineer	Technology	Permanent	Per annum	40 - 55k	45 - 55k
QA Engineer	Technology	Permanent	Per annum	45 - 55k	45 - 60k
Product Engineer	Technology	Permanent	Per annum	55 - 65k	55 - 65k
Security Engineer	Technology	Permanent	Per annum	50 - 60k	55 - 65k
Infrastructure Engineer	Technology	Permanent	Per annum	50 - 65k	55 - 65k

*Figures shown in local currency



UNITED KINGDOM
FINTECH TALENT HUB

As one of the current top FinTech markets in the world, the UK, more specifically, London, has seen immense hiring activity in recent years. While many other cities in the UK are steadily developing into dynamic FinTech hubs in their own right, start-ups and scale-ups in London remain at the forefront of the global FinTech market, with the B2B segment taking the lead. On the whole, FinTech players in London can expect even more funding to enter the ecosystem in the coming years, and as a result, competition for and movement of FinTech professionals will further ramp up in this highly talent-short sector.



2nd

Global FinTech Ranking according to **FINDEXABLE**



\$4bn+

Venture capital transactions in local FinTech firms



1565

No. of active FinTech firms in the UK

FinTech Landscape

London, according to global FinTech index, findexable, is the second most active city in the world in terms of the number and success of existing FinTech companies. This high ranking is built on the back of the city's deep history as a major centre for global finance and its growth as a technology hub. Recent events such as a move towards digital payments, cryptocurrency and tighter regulations through Strong Customer Authentication (SCA) compliance have further placed the FinTech sector as a whole in the spotlight.

While London remains a major global hub for FinTech players, FinTech companies and professionals are increasingly finding cities outside of London as attractive. Within the UK, FinTech companies are selecting London as their country or global headquarters, and setting up satellite offices in other smaller cities or academic hubs.

Some are also looking to open in Eastern Europe due to lower wages, larger talent pools, and increasing viability of the remote working model.

Diversity in FinTechs



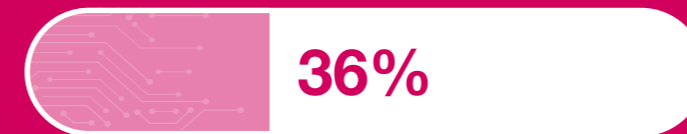
Payments



Blockchain



Consumer banking



Other

Notable FinTech's



Talent Landscape

FinTech companies in London are foremost looking to scale quickly, and they are looking for professionals who are the ‘finished product’ and can hit the ground running.

Professionals who are passionate, mission-driven, willing to go the extra mile, able to move fast, decisive, and can enter the company to deliver results immediately with no room for error are the sort of profiles that FinTech businesses are on the hunt for. This means that really good technical skills are a given in professionals who apply for FinTech tech roles.

In terms of segments, FinTech professionals in DevOps, software engineering, UX and UI are in high demand, with FinTech businesses being open to taking on EU professionals outside of the UK if the local talent market is insufficient.

Focus on compliance

One of the biggest challenges facing UK FinTech’s looking to scale is that they will be regulated by the Financial Conduct Authority (FCA), just as traditional banks are.

As a result we see a big focus on the recruitment of compliance and legal professional, where sizeable teams will be formed in-house – again similar to traditional banks.

136%

YoY increase in number of FinTech jobs

1 in 5

Jobs in FinTech are for Software Engineers



1.4 years

Average tenure

22%

Female

78%

Male

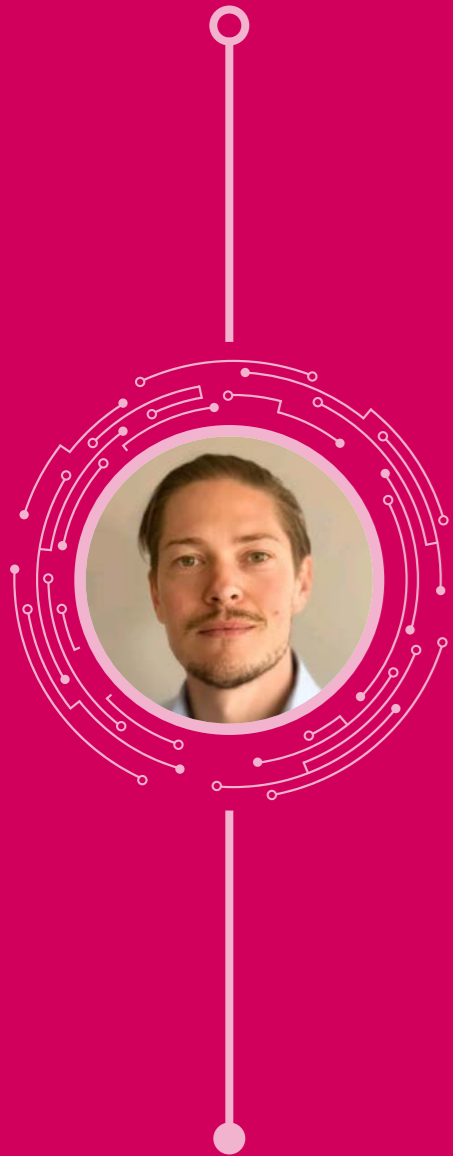
Gender diversity

Advice for hiring FinTech talent

“While FinTech professionals’ salaries are often lower than in other comparable sectors, FinTech salaries are slated to steadily increase in the coming years due to the competitive talent market. The high demand and low supply of FinTech tech talent in London has given rise to an average tenure ranging from 18 months to 2 years, with senior talent averaging about 3 years in their company.

For FinTech companies looking to better attract and retain top talent, it is important to focus on cultivating the right organizational culture and leadership that are aligned to the company mission and yet listen appropriately to the business at the ground level. FinTech companies often scale so rapidly that they risk losing their original identity, employee autonomy and clarity on long-term incentives. What FinTech talent want is for companies to hire the right leaders and constantly be transparent on what the company is working towards financially. Additionally, having the right Diversity and Inclusion (D&I) structure in place will attract a greater pool of talent and perspectives to help drive businesses forward.”

**Tom Chambers, Associate Director,
Robert Walters UK**



Talent trends



Professionals in demand

- Product Management (IT)
- Software Engineering
- Data Analysis
- IT Manager
- UI & UX Design/Development

Fastest growing technical skills



- Data Analytics
- Engineering
- Artificial Intelligence

Permanent

JOB TITLE	JOB GROUP	PAY RATE	HEADCOUNT 250+ / VC FUNDED		SME	
			2021	2022	2021	2022
Back End Developer/Engineer	Data Engineering, Development & Devops	per annum	50 - 80k	60 - 130k	55-75k	65 - 110k
Software Developer/Engineer	Data Engineering, Development & Devops	per annum	45 - 70k	45 - 70k	45-65k	45 - 65k
Senior Software Developer/Engineer	Data Engineering, Development & Devops	per annum	55 -90k	70 - 110k	55-80k	70 - 110k
Lead Developer/Engineer	Data Engineering, Development & Devops	per annum	70 - 110k	75 - 115k	60-90k	70 - 90k
DevOps Engineer	Data Engineering, Development & Devops	per annum	60 - 90k	65 - 130k	55-80k	65 - 120k
Senior DevOps Engineer	Data Engineering, Development & Devops	per annum	70 - 120k	70 - 120k	50-110k	50 - 110k
Front End Developer	Data Engineering, Development & Devops	per annum	55 - 75k	50 - 100k	50-70k	45 - 110k
Full Stack Developer/Engineer	Data Engineering, Development & Devops	per annum	60 - 80k	65 - 110k	55-75k	60 - 120k
Android Developer	Data Engineering, Development & Devops	per annum	50 - 80k	50 - 80k	50-75k	50 - 75k
iOS Developer	Data Engineering, Development & Devops	per annum	50 - 80k	50 - 80k	50-70k	50 - 70k
JavaScript Developer (React, Vue, Angular)	Data Engineering, Development & Devops	per annum	50 - 80k	50 - 80k	50-75k	50 - 75k
Head of Development	Data Engineering, Development & Devops	per annum	80 - 120k	90 - 160k	80-110k	80 - 130k
Data Developer/Engineer	Data Engineering, Development & Devops	per annum	60 - 100k	60 - 100k	55-90k	55 - 90k
Scrum Master	Data Engineering, Development & Devops	per annum	60 - 90k	60 - 90k	55-80k	55 - 80k
Machine Learning Engineer	Data Engineering, Development & Devops	per annum	60 - 100k	72 - 135k	50-90k	60 - 110k
NLP Engineer	Data Engineering, Development & Devops	per annum	60 - 80k	78 - 126k	50-70k	60 - 100k
Architect	Data Engineering, Development & Devops	per annum	70 - 110k	70 - 110k	70-100k	70 - 100k
Big Data Architect	Data Engineering, Development & Devops	per annum	70 - 120k	70 - 120k	70-120k	70 - 120k
CTO	Data Engineering, Development & Devops	per annum	110 - 160k	120 - 200k	110-140k	100 - 170k

*Figures shown in local currency

Permanent

JOB TITLE	JOB GROUP	PAY RATE	HEADCOUNT 250+ / VC FUNDED		SME	
			2021	2022	2021	2022
Chief Data Scientist	Data Science & Analytics	per annum	130 - 220k	150k+	110 - 200k	110 - 150k
Head of Data Analytics	Data Science & Analytics	per annum	95 - 150k	95 - 150k	85 - 130k	85 - 130k
Data Scientist	Data Science & Analytics	per annum	55 - 85k	68 - 100k	50 - 80k	45 - 77k
Senior Data Scientist	Data Science & Analytics	per annum	75 - 110k	85 - 150k	70 - 110k	65 - 120k
Machine Learning Engineer	Data Science & Analytics	per annum	60 - 90k	70 - 150k	55 - 80k	60 - 120k
Analytics Specialist	Data Science & Analytics	per annum	40 - 65k	50 - 100k	40 - 60k	40 - 70k
NLP Specialist	Data Science & Analytics	per annum	65 - 100k	70 - 140k	60 - 100k	60 - 100k
Application Support Analyst	Technology	per annum	40 - 60k	45 - 59k	40 - 53k	45 - 59k
Information Security Analyst	Technology	per annum	45 - 65k	45 - 65k	45 - 65k	45 - 65k
IT Manager	Technology	per annum	50 - 75k	55 - 70k	50 - 65k	55 - 70k
Product Manager	Technology	per annum	50 - 75k	80 - 110k	48 - 64k	75 - 90k
Site Reliability Engineer	Technology	per annum	52 - 90k	52 - 90k	55 - 84k	55 - 84k
Solutions Architect	Technology	per annum	60 - 95k	60 - 95k	60 - 90k	60 - 90k
Technical Lead	Technology	per annum	62 - 95k	62 - 95k	70 - 95k	70 - 95k
Test Engineer	Technology	per annum	45 - 68k	45 - 68k	45 - 63k	45 - 63k
QA Engineer	Technology	per annum	40 - 65k	55 - 80k	40 - 58k	32 - 65k
Product Engineer	Technology	per annum	40 - 59k	40 - 59k	40 - 57k	40 - 57k
Security Engineer	Technology	per annum	45 - 65k	45 - 65k	45 - 68k	45 - 68k
Infrastructure Engineer	Technology	per annum	45 - 65k	45 - 65k	44 - 59k	44 - 59k

*Figures shown in local currency

Contract

JOB TITLE	JOB GROUP	PAY RATE	2021	2022
Back End Developer/Engineer	Data Engineering, Development & Devops	per day	450 - 550	450 - 800
Software Developer/Engineer	Data Engineering, Development & Devops	per day	400 - 600	450 - 800
Senior Software Developer/Engineer	Data Engineering, Development & Devops	per day	500 - 600	500 - 900
Lead Developer/Engineer	Data Engineering, Development & Devops	per day	550 - 650	550 - 650
DevOps Engineer	Data Engineering, Development & Devops	per day	525 - 650	400 - 800
Senior DevOps Engineer	Data Engineering, Development & Devops	per day	560 - 800	560 - 800
Front End Developer	Data Engineering, Development & Devops	per day	450 - 550	350 - 450
Full Stack Developer/Engineer	Data Engineering, Development & Devops	per day	450 - 600	450 - 800
Android Developer	Data Engineering, Development & Devops	per day	450 - 575	450 - 575
iOS Developer	Data Engineering, Development & Devops	per day	450 - 575	450 - 575
JavaScript Developer (React, Vue, Angular)	Data Engineering, Development & Devops	per day	450 - 525	450 - 525
Head of Development	Data Engineering, Development & Devops	per day	450 - 750	650 - 900
Data Developer/Engineer	Data Engineering, Development & Devops	per day	450 - 650	450 - 650
Scrum Master	Data Engineering, Development & Devops	per day	450 - 575	450 - 575
Machine Learning Engineer	Data Engineering, Development & Devops	per day	500 - 750	400 - 700
NLP Engineer	Data Engineering, Development & Devops	per day	450 - 550	400 - 650
Architect	Data Engineering, Development & Devops	per day	500 - 650	500 - 650
Big Data Architect	Data Engineering, Development & Devops	per day	600 - 775	600 - 775
CTO	Data Engineering, Development & Devops	per day	600 - 1k	700 - 800

*Figures shown in local currency

Contract

JOB TITLE	JOB GROUP	PAY RATE	2021	2022
Chief Data Scientist	Data Science & Analytics	per day	800 - 2k	900+
Head of Data Analytics	Data Science & Analytics	per day	650 - 1.2k	650 - 1.2k
Data Scientist	Data Science & Analytics	per day	500 - 800	450 - 700
Senior Data Scientist	Data Science & Analytics	per day	500 - 700	500 - 790
Machine Learning Engineer	Data Science & Analytics	per day	500 - 800	585 - 820
Analytics Specialist	Data Science & Analytics	per day	400 - 650	500 - 650
NLP Specialist	Data Science & Analytics	per day	550 - 800	550 - 800
Application Support Analyst	Technology	per day	300 - 474	300 - 474
Information Security Analyst	Technology	per day	450 - 525	450 - 525
IT Manager	Technology	per day	450 - 525	450 - 525
Product Manager	Technology	per day	450 - 525	400 - 565
Site Reliability Engineer	Technology	per day	550 - 650	550 - 650
Solutions Architect	Technology	per day	575 - 750	575 - 750
Technical Lead	Technology	per day	575 - 670	575 - 670
Test Engineer	Technology	per day	400 - 530	400 - 530
QA Engineer	Technology	per day	400 - 500	350 - 560
Product Engineer	Technology	per day	400 - 500	500 - 600
Security Engineer	Technology	per day	400 - 500	500 - 600
Infrastructure Engineer	Technology	per day	350 - 500	350 - 500

*Figures shown in local currency



UNITED STATES

FINTECH TALENT HUB

The emerging red-hot FinTech sector in the United States is largely based around two major hubs, New York City and the San Francisco Bay area. In New York, both high-growth FinTech start-ups and larger traditional firms are rapidly ramping up hiring of talent, and many are seeking to be listed on public stock exchanges, or be acquired. Different from the core tech talent profiles in San Francisco, FinTech companies in New York tend to be on the lookout for professionals to fill more senior, leadership roles, and FinTech talent who can drive key organisational changes and work cross-functionally will stand in good stead. On the whole, the demand for and hiring of FinTech professionals in New York will continue to remain sky-high in the coming years.



Global FinTech Ranking according to **FINDEXABLE**



Venture capital transactions in local FinTech firms



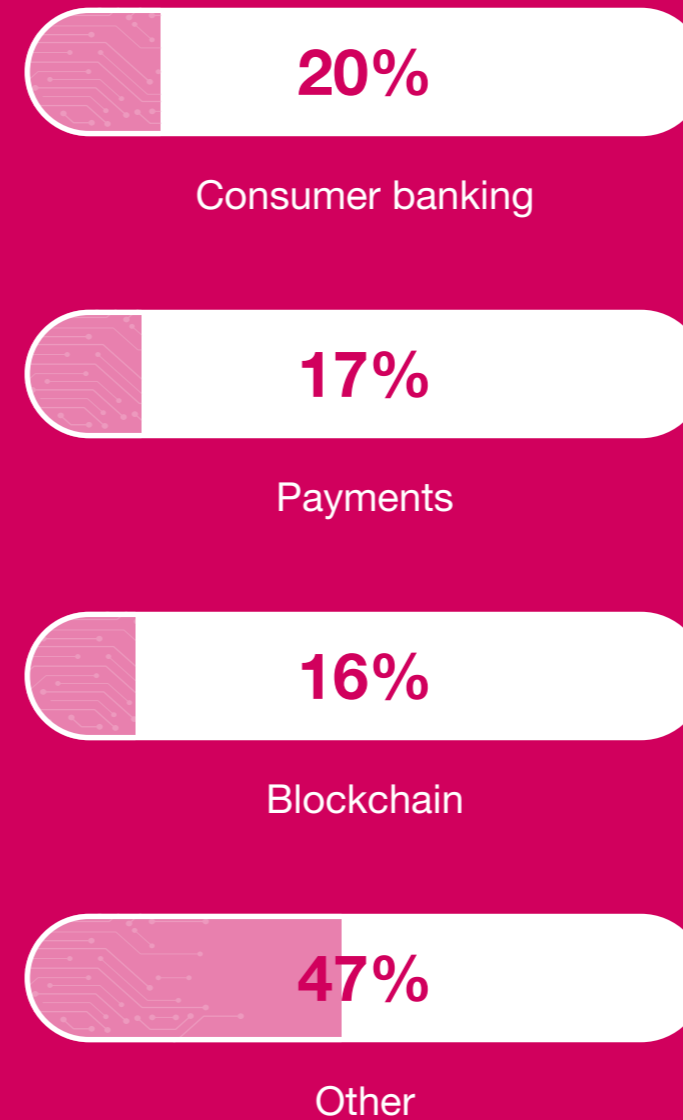
No. of active FinTech firms in New York

FinTech Landscape

New York City currently ranks as the third best city across the world for the FinTech industry, according to findexable's Global FinTech 2021 Ranking (San Francisco is ranked 1st), consolidating its status as one of the key global financial hubs, with headquarters and corresponding networks of the largest banking and investment firms situated there. Recent years in New York have seen a greater shift from traditional financial services companies to tech firms, bringing about an exuberant FinTech sector. In particular, the FinTech segments of payments and payroll platforms have seen an extremely busy year, with cryptocurrency set to continue its growth and entry into more mainstream sectors.

The overarching theme for FinTech businesses in New York is going 'public'. FinTech companies are working towards the objective of M&As (Merger and Acquisitions) or being listed on major public stock exchanges. In this sense, New York will continue to see a ready pipeline of FinTech IPOs (Initial Public Offerings).

Diversity in FinTechs



Notable FinTech's



Talent Landscape

The FinTech talent market in New York is currently at an extremely busy stage; hiring is constantly operating at a furious pace, with professionals often getting multiple job offers, counter offers, and recruitment calls at any single time. However this also presents challenges for hiring managers and FinTech companies – the sheer volume of opportunities for FinTech tech talent and the rising number of FinTech businesses coming into market in recent years means professionals are willing to move if an alternate opportunity presents itself. Average tenure for FinTech tech professionals in New York tends to hover around 2 years.

FinTech companies in New York on the whole, are looking for FinTech tech professionals across all role types and skillsets, with product managers experiencing a significant demand. Having strong technical skills, good interpersonal, cross-functional skills, and relevant previous industry experience are desirable traits that FinTech hiring managers are on the lookout for. For senior or leadership roles, FinTech professionals are expected to possess a ‘star-quality’ or ‘personality’ to help further profile and propel the business – FinTech businesses are looking for talent to help drive change and an eventual IPO listing.

246%

YoY increase in number of FinTech jobs

1 in 3

Jobs in FinTech are for Software Engineers



2 years

Average tenure

25%
Female

75%
Male

Gender diversity

Advice for hiring FinTech talent

“Traditionally, FinTech professionals tend to focus on compensation and equity. However, after the onset of the pandemic, professionals experienced in FinTechs are much more focused on their base pay to ensure they have stability should difficult market conditions return. If FinTech companies cannot match the desired base pay of experienced talent, the alternative would be to look for more junior professionals, and train them up.

FinTech businesses will be more open to hire remote talent in lower cost areas to reduce costs. Nonetheless, key leadership will remain in New York. Despite the growing trend for remote working, new FinTech companies will still want to set up a suitable headquarters in New York before extending their base abroad or hiring remote professionals.”

**Nick Louca, Director,
Robert Walters New York**



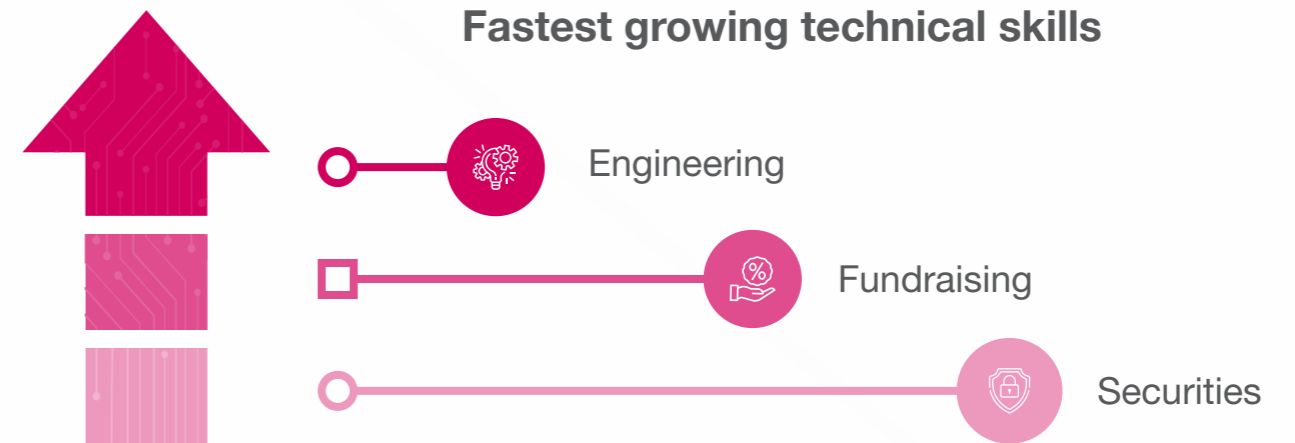
Talent trends



Professionals in demand

- Software Engineers
- Product Management (IT)
- IT Manager
- UI & UX Design/ Development
- Business Analysis

Fastest growing technical skills



JOB TITLE	JOB GROUP	ROLE TYPE	PAY RATE	2021	2022
Product Manager	Product Management	Permanent	per annum	100 - 150k	100 - 160k
Technical Product Manager	Product Management	Permanent	per annum	160 - 220k	170 - 190k
Senior Product Manager	Product Management	Permanent	per annum	150 - 200k	170 - 190k
Director of Product	Product Management	Permanent	per annum	180 - 245k	220 - 260k
VP Product/Head of Product	Product Management	Permanent	per annum	200 - 290k	260 - 300k
CPO	Product Management	Permanent	per annum	260k+	300k+
Lead Engineer	Engineering	Permanent	per annum	180 - 220k	190 - 220k
Engineering Manager	Engineering	Permanent	per annum	190 - 220k	200 - 230k
Director of Engineering	Engineering	Permanent	per annum	200 - 250k	220 - 260k
VP of Engineering	Engineering	Permanent	per annum	250k+	260 - 320k
CTO	Engineering	Permanent	per annum	280k+	340k+
Data Engineer/Sr Data Engineer	Data	Permanent	per annum	150 - 220k	190 - 230k
Data Scientist/Sr Data Scientist	Data	Permanent	per annum	180 - 220k	150 - 230k
Director of Analytics	Data	Permanent	per annum	200 - 250k	230 - 260k
Chief Information Officer	Data	Permanent	per annum	290k+	300k+

*Figures shown in local currency

The emerging red-hot FinTech sector in the United States is largely based around two major hubs, New York City and the San Francisco Bay area. In San Francisco, an ever-increasing number of FinTech start-ups are seeking to deliver in-depth solutions to niche issues and segments, and FinTech tech professionals are consequently being fiercely fought over to drive core tech teams. With the demand for talent in San Francisco showing no signs of abating, some FinTech businesses are exploring tapping on overseas-based remote tech talent, however these roles tend to be less product-focused – the key FinTech tech team will remain in San Francisco for the foreseeable future.



1st

Global FinTech Ranking according to **FINDEXABLE**



\$8bn+

Venture capital transactions in local FinTech firms



771

No. of active FinTech firms in San Francisco

FinTech Landscape

FinTech businesses in San Francisco are in good company – according to findexable’s Global FinTech 2021 Ranking, San Francisco ranks as the top city in the world for the FinTech industry (New York is ranked 3rd), staying ahead of the pack not only in terms of the number and quality of FinTech companies, but also when it comes to the FinTech tech talent pool, cutting-edge infrastructure, ready funding, and a culture of constant innovation.

Recent years in San Francisco have seen a rising number of FinTech companies, such as Robinhood and Coinbase going ‘public’ and being listed on stock exchanges, which further drives interest in the sector. In terms of segments, the payments field in FinTech has seen significant rise and emphasis over the last few years, and so has FinTech neo-banks, with the likes of Varo being granted national banking license to serve a wider population. On the whole, FinTech businesses in San Francisco present a very attractive proposal to top talent who want to be part of the ‘next big thing’.

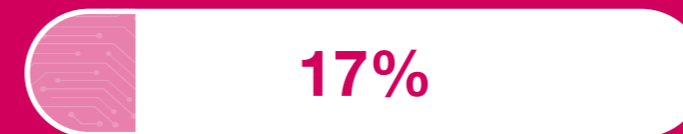
Diversity in FinTechs



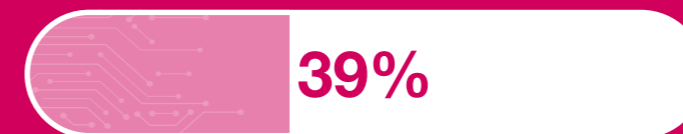
Payments



Blockchain



Consumer banking



Other

Notable FinTech's



Talent Landscape

The FinTech tech talent market in San Francisco is currently at a red-hot stage; hiring is constantly operating at a furious pace, with tech professionals often getting multiple job offers at any single time. However this also presents challenges for hiring managers and FinTech companies – the sheer volume of opportunities for FinTech tech talent and the rising number of FinTech businesses coming into market in recent years means professionals are often willing to wait to join the most relevant job and organisation. Average tenure for FinTech tech professionals tends to hover around 1.8 to 2 years, which is often acceptable to FinTech hiring managers in San Francisco.

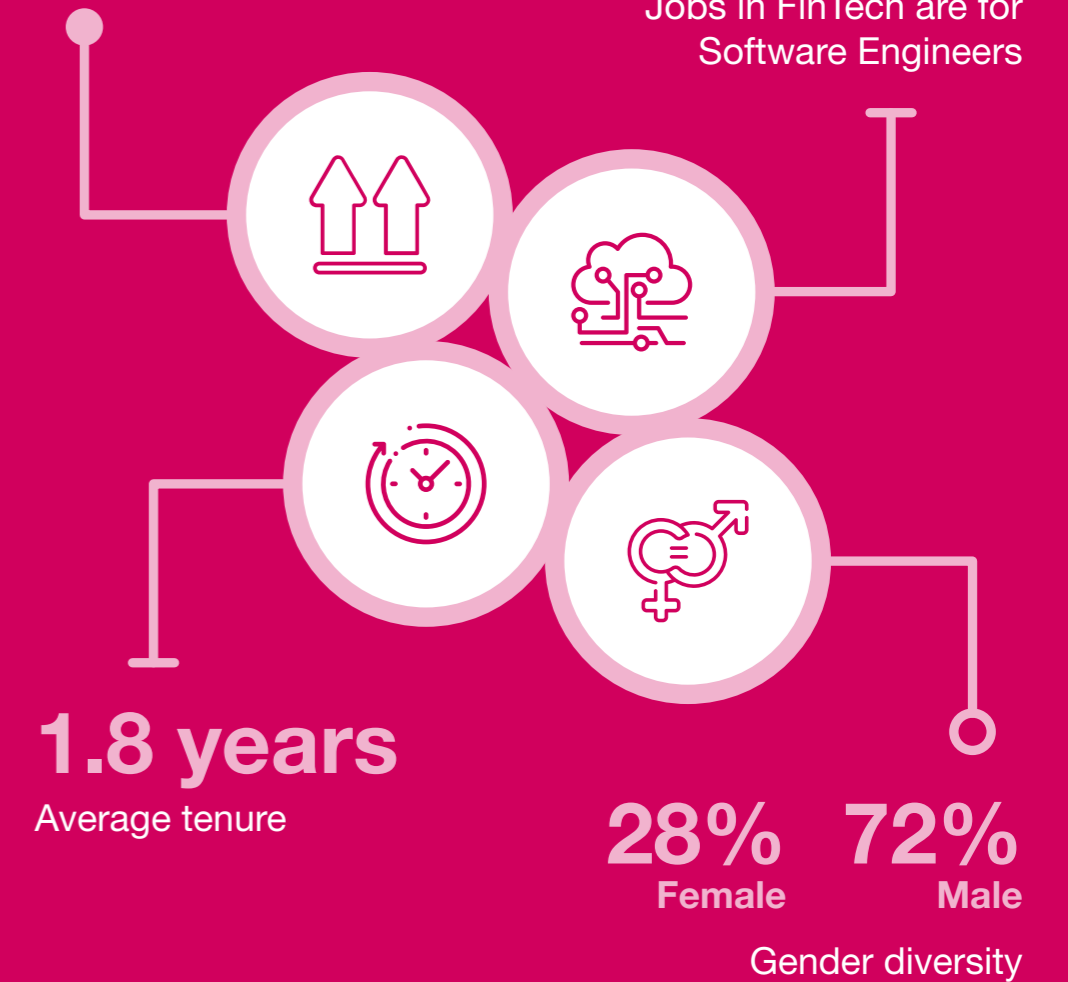
FinTech companies in San Francisco on the whole, are looking for FinTech tech professionals across all role types and skillsets, with product managers experiencing a significant demand. Having strong technical skills, good interpersonal skills, relevant previous industry experience, especially in similar industries that are heavily regulated such as financial services, and past work experience on exceptional consumer products are desirable traits that FinTech hiring managers are on the lookout for. It is taken for granted that tech professionals must also be passionate and excited about creating new technologies and being on the cutting-edge of the industry.

200%

YoY increase in number of FinTech jobs

2 in 5

Jobs in FinTech are for Software Engineers



1.8 years

Average tenure

28%
Female

72%
Male

Gender diversity

Advice for hiring FinTech talent

“With the high demand for FinTech tech talent set to continue well into the near future, FinTech companies in San Francisco should further consider how to differentiate themselves from their competitors and other players in the field.

Three key points will help FinTech businesses better attract and secure their desired talent - first, repackage how the problem the company is solving differs from others, and state clearly what the company’s competitive edge is. Second, speed up the interview process (the current average across the board is about 2 weeks from start to finish), and as a part of the sped-up process, reconsider take-home assignments or assessments; potential hires very much prefer to have the tests on site. Lastly, with every FinTech company looking to grab any tech talent they can find, FinTech businesses should broaden their search and emphasis to beyond professionals from brand-name companies – the focus should be on strong candidates in terms of their skillsets, past projects, and experience.”

Mary McKinley, Senior Manager - Product Management, Design and HR & Talent Recruitment, Robert Walters San Francisco



Talent trends



Professionals in demand

- Software Engineers
- Product Management (IT)
- IT Manager
- UI & UX Design/ Development
- Programme Manager

Fastest growing technical skills



- Operations
- Fundraising
- Banking

JOB TITLE	JOB GROUP	ROLE TYPE	PAY RATE	2021	2022
Product Manager	Product Management	Permanent	per annum	\$100 - 150k	100 - 150k
Technical Product Manager	Product Management	Permanent	per annum	\$160 - 220k	160 - 220k
Senior Product Manager	Product Management	Permanent	per annum	\$150 - 200k	150 - 200k
Director of Product	Product Management	Permanent	per annum	\$180 - 245k	180 - 245k
VP Product/Head of Product	Product Management	Permanent	per annum	\$200 - 290k	200 - 290k
CPO	Product Management	Permanent	per annum	\$260k+	260k+
Lead Engineer	Engineering	Permanent	per annum	\$180 - 220k	180 - 220k
Engineering Manager	Engineering	Permanent	per annum	\$190 - 220k	190 - 220k
Director of Engineering	Engineering	Permanent	per annum	\$200 - 250k	200 - 250k
VP of Engineering	Engineering	Permanent	per annum	\$250+	250+
CTO	Engineering	Permanent	per annum	\$280+	280+
Data Engineer/Sr Data Engineer	Data	Permanent	per annum	\$150 - 220k	150 - 220k
Data Scientist/Sr Data Scientist	Data	Permanent	per annum	\$180 - 220k	180 - 220k
Director of Analytics	Data	Permanent	per annum	\$200 - 250k	200 - 250k
Chief Information Officer	Data	Permanent	per annum	\$290+	290+

*Figures shown in local currency

About Robert Walters

Robert Walters is a global, specialist professional recruitment consultancy.

Over the last 37 years the business has grown and so has our ambition. We now operate across 31 countries and employ over 3,700 people. It's a powerful success story built on the strength of our people. Organisations rely on us to find high-quality professionals for a range of specialist roles. Professionals who are looking for a new role, whether it's on a permanent, interim or contract basis, trust us to find them their ideal job.

Our core recruitment disciplines are:

- Accountancy & Finance
- Automotive
- Banking & Financial Services
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