



THE COMPLETE GUIDE TO NAVIGATING YOUR JOB SEARCH

5

PROVEN STEPS TO SECURE YOUR
IDEAL FINTECH OR DATA ROLE

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INTRODUCTION

First and foremost, thank you for downloading our comprehensive guide.

We trust it will assist you with your search to find your next professional challenge and provide you with the tools to take the step forward in your career.

As a highly specialized executive recruitment firm, we understand searching for a new job isn't necessarily as simple as it sounds. Years of professional experience and working with an extensive range of incredibly skilled and experienced job seekers has taught us that conducting a successful job search in the Financial Technology and Data sectors takes commitment, persistence and most of all, can absorb an incredible amount of time.

These days, time is more valuable than ever before and we recognize that time spent hunting for your next position means less time available to spend elsewhere. As a job seeker, how can you navigate the search for your next role as efficiently and effectively as possible?

We guarantee that engaging the services of a highly specialized and experienced recruitment firm will prove pivotal in an exceptionally competitive economy such as ours.

That's why we are here to help.

Partnering with an expert firm that possesses extensive knowledge of the Financial Technology and Data industries, and years of practical

experience working as professionals on the ground, will truly contribute to streamlining your job search. From experience, we know this will magnify a productive and advantageous result for you as a job seeker.

To maximize time invested in your job search, you'll need an impressive collateral of marketing tools such as a highly engaging and marketable CV with potentially a tailored cover letter also. You'll also need to identify the types of companies for whom you'd like to work for and recognize the most effective methods for targeting and approaching them. Polishing your negotiation skills will leverage you to secure the best deal possible as will knowing how to manage a counteroffer in case it comes your way. These are all topics covered in this comprehensive guide and we trust you will find our practical advice immensely beneficial.

We appreciate the opportunity to assist you further with your job search and if you have any queries please do not hesitate to contact us on

info@datasearchconsulting.com



ALAN ANWAR

Managing Director & Founder

STEP 1

CREATE A BRILLIANT YET SIMPLE CV

You likely have a myriad of skills and experience under your belt, but what makes one CV stand out from the rest? Given the complex nature of the Financial Technology & Data industries, it's imperative your CV includes a balanced combination of your technical experience and broader industry experience. If you've got it, flaunt it! But what else makes for a truly attractive CV?

1. RESULTS

Employers consider past performance an accurate indicator of future success. Including quantified evidence of results you've achieved will go a long way towards proving your worth. Include statistics such as the following:

- **Growth:** How much did revenue / calls / clients grow during your time in a specific role?
- **Savings:** How much money did you save the company?

2. AUDIENCE

Identify the type of employer you'd prefer to work for and ensure your CV targets the specific information these employers are looking for. For example, larger companies will seek evidence that candidates have experience in such things as controlling significant budgets and managing substantial sized teams. Smaller companies will be looking for such things as impressive results of product launches and evidence that candidates have successfully sold utilizing a highly targeted approach. The specific experience an employer is seeking will obviously vary depending on the nature of the job vacancy.

3. TRAINING, CERTIFICATIONS AND AWARDS

Employers will use your CV to search for evidence you have the ability to hit the ground running. Example: Many companies have a preferred method of selling. If you're in sales and already trained in their chosen method, you'll quickly find yourself two steps ahead of your competition.

Readers will assume you don't possess particular training if you've failed to disclose it on your CV. This can be detrimental to your application. Employers are also keen to know the types of awards a job seeker has won in order to substantiate their success. For these reasons, it's critical to list all the training, certifications and awards you possess relevant to the position for which you're applying.

4. PERSONAL BRANDING

Job seekers are often scared to inject personality into their resume, for fear of being perceived as unprofessional. Branding links your passions, key personal attributes and strengths with your value proposition. It clearly expresses how you differ from your competition and hopefully sends a message that resonates with your target audience.

By highlighting your best assets and putting the good stuff first in your CV, you'll build a powerful marketing tool that showcases your impressive experience and showcases your track record. Building a resume has never been easier.



STEP 2

TARGETING & APPROACHING COMPANIES

Targeting the right companies, in the right way and at the right time is key to any successful job search. For the experienced FinTech or Data professional there are two primary avenues when it comes to targeting employers. Essentially, your choice of prospective employers will dictate the best way to present the collateral in your marketing toolbox, as well as the method that is

ESTABLISHED VS. STARTUP

When identifying characteristics of an organization that are important to you, it's essential to consider such aspects as the size of the company, culture, benefits and career advancement opportunities. It's wise to determine your preferred type of employer before embarking on your job hunt journey. The preparation and your presentation will be slightly different, depending on the type of companies you decide to target.

1. DIRECT APPLICATION

Applying directly may be the result of responding to an advertised job vacancy or it may be initiating cold contact with an employer. One is a reactive approach, the other proactive. Responding to a job vacancy is beneficial provided the exact job in the exact type of company that you're looking for is available. Engaging in cold contact allows you to choose the type of employers and the industries you'd like to work for.

2. LEVERAGING YOUR NETWORK

Networking is an essential element of most job searches these days and with the prevalence of online professional social networking platforms, networking has never been easier. In a matter of minutes you can introduce yourself and make new acquaintances without leaving your desk. For this reason, the way in which people network has changed significantly in recent years, and a strong online presence is considered essential. Like it or not, prospective employers are likely to Google your name or use alternative means such as LinkedIn or Facebook. Demonstrating a strong and wellconnected professional network is another essential element in your personal marketing collateral.

3. ENGAGING A RECRUITMENT

Engaging the services of a highly experienced and proficient recruitment consultant is another avenue likely to result in landing your 'perfect' job. A specialized professional will possess expert industry knowledge as well as potentially years of practical work experience on the ground within the FinTech or Data industries. Search for a recruiter that is willing to partner with you, has a sense of collaboration and is willing to share their expertise of recruiting within the sector. An outstanding recruiter will bring a strong and vast network and will have forged strong relationships with an abundance of

Targeting your job search in the right way is critical to your future career success. Whichever method you decide to utilize, adequate preparation is required. There's nothing prospective employers hate more than meeting candidates who haven't done their homework. Pursuing opportunities to have the right



STEP 3

SELECT THE BEST RECRUITER FOR YOU

Are you personally aligned with the best recruiter in the FinTech and Data industry? If so, how do you know this is the case? There's never a shortage of recruiters around, especially in a tightknit industry such as ours. So, the question begs, what separates the best from the rest?

REPUTATION

If you've never heard of a recruiter or the agency for which they work, it's highly likely you're not dealing with the best. Top recruiters forge strong relationships with employers and candidates and develop ongoing interactions that generate repeat business stemming from satisfied clients. Speaking from experience, we believe actions speak louder than words and that superior results for both clients and candidates will increase our reputation in the market over time.

NETWORK

The quality of a recruiter's network is indicated by the type of employers for whom they work as well as the types of candidates they attract and retain. Large, successful enterprises generally only deal with the best recruiters in their field. Firstly, because they can afford to. Secondly, and most importantly, because they know they can rely on them time and time again. If these are the types of employers you'd like to work for, identify their recruiting partner and include them in your network.

SPECIALIZATION

Truly specialist recruiters are few and far between. They're experts at their game and often have far greater experience than simply recruiting alone. The reason for their success is because they've worked on the ground within their industry, and know these types of jobs inside out. Insider experience is invaluable and it's often what matters the most when engaging a recruiter who has built strong relationships with prestigious companies because they have personally been employed by them, or companies similar to them.

ALIGNMENT

Professional recruiters are quick to identify top talent and are incredibly keen to pursue opportunities to represent such talent. Is that talent you? If so, we will find you! A specialized recruiter will identify opportunities to align themselves with the companies job seekers want to work for, and the type of staff employers want to hire.

Your career depends on the employment opportunities presented. A recruiter that's genuinely interested in your professional wellbeing will develop an intricate understanding of what you are personally looking for. They will then be in the best position to identify opportunities that directly correlate with your personal career aspirations. They'll support you

As you can see, the benefits of partnering with the right recruiter in the FinTech or Data industries will go a long way towards creating opportunities for your career success, now and long into the future.



STEP 4

NEGOTIATE SALARY & THE BEST DEAL

Negotiating a new salary can be equally as exciting as landing a brand new role. How so? It's the thrill of the chase! Did you know employers rarely predetermine a specific salary until they meet their perfect match? As a job seeker, this provides you with the perfect opportunity to negotiate the best

1. MARKET VALUE

Market worth takes into consideration what others of similar qualifications and experience are being paid for like roles, as well as how much employers are willing to pay. A specialized recruiter can assist you with accessing information that will support your ability to determine your worth in the market. Experienced recruiters also offer career coaching, including coaching in salary negotiation. Securing the best deal is critical to ensuring you are excited about your new role and being committed over the long term.

2. UNDERSELLING YOURSELF

Once you've successfully determined your value, you can avoid offering yourself for anything less. Employers are skeptical when candidates offer themselves for less than market value and may question your motives for doing so. It's important to consider if you can enthusiastically sustain your agreed rate for the foreseeable future, because this is the likely reality

3. NON-CASH NEGOTIATIONS

Non-cash inclusions are becoming increasingly common. Employers and employees are becoming more creative in their offers and requests. There's no reason why you can't do the same. Benefits such as

the following are commonly offered: regular accrued days off, assistance with accommodation, flexibility in work location and hours, gym membership, stock options, a car...the list goes on. Bear in mind a lot of the larger companies have a set policy on this but it is worthwhile asking nonetheless!

4. DON'T MAKE IT PERSONAL

Refrain from using your personal financial or family situation as a means of attempting to squeeze additional funds or benefits out of a prospective employer. They won't appreciate knowing the finer details of your life and aren't the concern of your employer, so avoid treating them as such.

5. ASK FOR MORE

If an employer is keen to extend an offer, they'll likely give as much serious consideration to your request as possible. Furthermore, if they've been searching high and low for a candidate of your caliber, they're unlikely to rescind the offer purely based on a request for additional remuneration. Be mindful on how you approach this topic as being too direct or brash can be counterproductive in some instances.

6. SIGNED, SEALED AND DELIVERED

Prior to celebrating your new package, it's important to ensure both you and your employer are on the same page in terms of the scope of the job as well as the remuneration. Now is the time to request a formal letter of offer and a detailed list of your proposed package inclusions.



STEP 5

DEALING WITH THE COUNTEROFFER

As flattering as it may feel to receive a counteroffer, if you accept it may not be conducive to advancing your career in the long term. Now is the time to consider the multiple reasons that motivated you to search for a new position in the first place. Was it the lack of promotion or career advancement opportunities? Was it the search for a higher salary or yearning for a new corporate culture? Whatever the reasons, it's critical to remember them because these are the circumstances unlikely to change, regardless if you decide to stay.

RISK VS. REWARD

There's definite risk in leaving a company, but there may be greater risk in sticking around. If you have previously raised concerns about your current workplace via the correct channels and not received a satisfactory response, do you genuinely believe anything is likely to change?

Your employer wouldn't be the first to respond to your resignation with a counteroffer. It's important to gauge whether it's simply a knee-jerk reaction. The shock of losing such deep investment of time and energy, money and resources can be enough to send any manager into shock. The thought of needing to replace staff can also generate enough fear so that some employers will ask staff to stay.

Resigning sends the message loud and clear that you are ready and willing to abandon ship. It also raises a red flag that you may even join the competition. Despite their pleas to stay, you'll always be considered the employee who already has one foot out the door. The company may become reluctant to invest in your training and development and you may be overlooked for promotion.

Aside from the obvious, that you're undoubtedly a superstar and an asset to the company, you need to carefully consider the genuine reasons why your employer is asking you to stay. Accepting a counteroffer will likely place you in the bad books of the prospective employer and things are likely to become awkward at your existing workplace too.

You'll likely burn your bridges with both parties over the long term and at the end of the day, it's your career that will suffer.

ACCEPT OR DECLINE?

If declining, it's critical to notify your employer immediately and graciously thank them for their offer. Provide explanation that your sights are set on the future role and confirm commitment to your new employer. Thank your employer for providing you with opportunities for learning and progression because you never know when you may cross paths with them again.

If accepting, hopefully you've managed to seal a new deal with your existing employer before accepting the formal offer from the prospective employer.

Although you have likely burnt your bridges, you can make attempts to decline with some dignity and grace in tact! Expect their hiring manager to be disgruntled but remember the reasons you made

Your professional identity and reputation is serious business, particularly in the relatively tight-knit FinTech and Data sectors and the level of seniority at which you work. Accepting a counteroffer is risky business but is it a risk that you are personally prepared to take?

CONCLUSION

Finally, we would like to wish you all the very best with the search for your next role.

The experts in our specialist team are genuinely interested in your next move, and we'd love to be a part of it. We're vigilant in following market movement and are genuinely interested in changes within our industry, including developments in your professional career. We firmly believe this differentiates us from others in our market.

We trust this detailed guide has provided practical information that you can use in pursuit of your next role. Additional comprehensive information is located on our website which is updated on a regular basis. We welcome you to touch base from time to time and contact our experienced consultants regarding your job search within the FinTech and Data sectors.

Thanks again, and we hope you consider Datasearch Consulting for your next professional move.

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