



## STAFFING CASE STUDY

**HEDGE FUNDS, PROP TRADING FIRMS, and BUY-SIDE TRADING COMPANIES**

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*A comprehensive analysis of Andiamo's  
technology recruiting success*

# Staffing Success Story

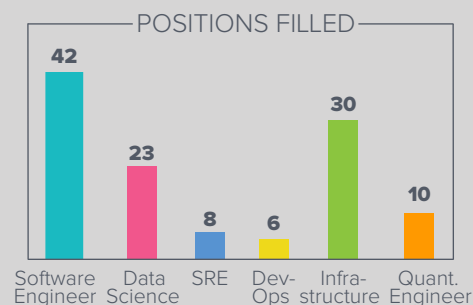
Andiamo is the top-rated staffing partner for over 30 elite hedge funds, proprietary trading firms and buy-side investment companies across the country. Andiamo helps these technology-driven finance firms identify elite technologists from top universities and elite competitors. Through our data-driven recruiting model and deep understanding of the global financial landscape, we find success by tackling hiring challenges and placing developers, data scientists, quantitative engineers, infrastructure engineers and technology managers at the most sought-after financial companies.

## HIRING NEEDS

**Divisions:** Software Engineering, Data Science, Reliability Engineering & Systems Performance, Information Security, Quantitative Research & Modeling

**Positions:** Software Engineer, Reliability Systems Engineer, DevOps, Data Scientist, Quantitative Software Engineer, Cloud Security Architect, Electronic Algorithmic Trader, Developer – High Frequency Trading, Senior Network Engineer, Security Architect, Trade Support Analyst

## OUR DELIVERY



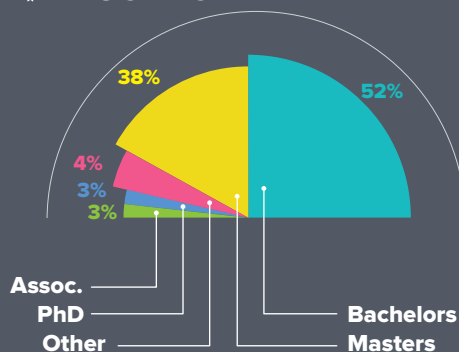
To meet our financial clients' staffing needs, our research team conducts in-depth reports on the most skilled technologists in the market. Andiamo analyzes technology hiring and compensation trends, educational pedigree, and tech stacks used by engineers to determine and deliver the most distinguished technologists available. Having recruited on behalf of the world's financial leaders since 2003, we use our comprehensive understanding and knowledge to pinpoint and provide the best financial technologists available.

## DEVELOPERS PLACED

The data below represents the profiles of developers that Andiamo has placed with hedge funds, prop trading firms, and buy-side investment companies:

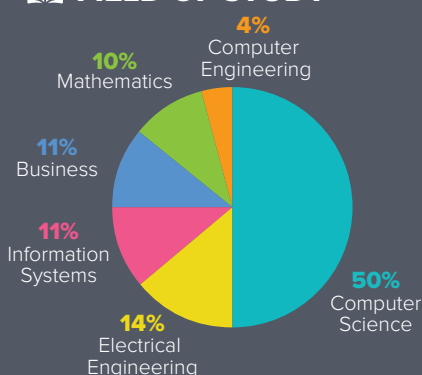
**AVERAGE YEARS OF EXPERIENCE:** 14

### EDUCATION



**AVERAGE SALARY INCREASE:** 21%

### FIELD OF STUDY



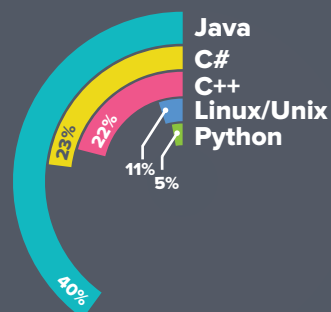
### PREVIOUS EMPLOYERS

- Bank of America
- AQR Capital Management
- Credit Suisse
- Two Sigma
- Bridgewater Associates

### SCHOOLS ATTENDED

- Carnegie Mellon
- Stanford University
- Columbia University
- University of California, Berkeley
- New York University (NYU)

### TECH SKILLSET



# RECENT PLACEMENTS



## Senior Software Engineer

Fixed Income Currency & Commodities

Past Education Degree Previous Work Two Sigma, Senior Software Engineer  
Carnegie Mellon  
PhD, Physics  
Personally responsible for the full software lifecycle development of a C++ based system (19,400 SLOC) which is utilized by the verification and system teams in order to create, configure and initialize test environment



## Senior Software Engineer

Enterprise Platforms

Past Education Degree Previous Work Amazon, SDE III  
University of Washington  
MS, Computer Science  
Developed overall architecture of a 3 tier system based on Struts, Spring IOC, Hibernate, Oracle, Prototype and Scriptaculous, using industry best practices and design patterns.



## Quantitative Software Developer

Credit Risk Systems Technology

Past Education Degree Previous Work Deutsche Bank, Quantitative Analyst  
Columbia University  
PhD, Computer Science  
Development with trading and risk systems, stochastic process simulation, modeling, quantitative analytical development uses C++, Java and some C# crossing equity derivative and fixed income



## Senior Software Developer

Derivatives Trading

Past Education Degree Previous Work Barclays, Senior Software Developer  
Rice University  
BS, Computer Engineering  
Developed support for booking Mortgage Derivatives default swaps, CMBX and ABX Indices in SalesSheet application. SalesSheet is strategic application that helps sales users to book bonds and derivative trades.



## Senior Machine Learning Engineer

GSAM Fixed Income

Past Education Degree Previous Work IBM, Machine Learning Engineer  
Stanford University  
MS, Computer Science  
Technical lead of Semantic Lexicon Expansion Service deployed on first release of the IBM Watson Platform, technical lead of cloud scalable backend engine for multiple IBM Watson offerings



## VP, Software Architecture

Sales and Trading Technology

Past Education Degree Previous Work Moore Capital, Senior Software Architect  
Columbia University  
BS, Computer Science  
Developed a reporting application which generates complex graphical charts on the fly - this was achieved by implementing a graph drawing algorithm in core Java and leveraging a SVG engine for rendering



## Senior Reliability Engineer

Front Office Equity Trading

Past Education Degree Previous Work HRT, DevOps/Linux Engineer  
Rensselaer Polytechnic Inst. (RPI)  
MS, Computer Science  
Development of internal client management API and funds management system, Maintenance of customer facing web site, Development of CRM and user administration systems



## Senior Data Scientist

Equity Derivatives

Past Education Degree Previous Work AQR, Sr. Predictive Analytics Engineer  
University of California, Berkeley  
MS, Engineering  
Developed recommendation engine using Hive, Hadoop on Amazon Elastic Map Reduce. Wrote MapReduce tasks to analyze logs and performed statistical analyses of customer behavior



## Senior Security Engineer

Prime Brokerage Trading Technology

Past Education Degree Previous Work Citi, Senior Security Architect  
University of Michigan  
MS, Computer Engineering  
Built, operated, and maintained distributed enterprise security solutions including firewalls, IDS/IPS, antivirus, netflow, SIEM, and advanced threat emulation system



## Senior Software Engineer

Prime Brokerage Trading Technology

Past Education Degree Previous Work Millenium Management, Data Analytics Software  
New York University (NYU)  
BS, Computer Science  
Built a web browser-based application to inspect and invoke methods on either remote objects exported via RMI or on arbitrary Java classes, (heavily used by the QA/support department for testing and debugging)



## Senior Software Engineer

High Frequency, Low Latency Trading Systems

Past Education Degree Previous Work BlackRock, Sr. Software Engineer  
IIT & MIT  
MS, Engineering (IIT), MBA (MIT)  
Designed and implemented scalable restful API which is used by different clients, Designed database and implemented an inhouse ORM layer. Also implemented a write through cache for improved API performance.



## Vice President, Software Engineering

Front-Office Prop Trading

Past Education Degree Previous Work Och-Ziff Capital Management, Senior Software Engineer  
Rutgers University  
MS, Information Technology  
Designed application architecture – request-response XML over JMS for UI, data validation, enrichment, transformation, BPM workflow, database design, created architecture diagrams for Architect team.