

FUTURE TALENT //

caspian:one // FUTURE TALENT

TECHNOLOGY PROJECTS AND STAFF AUGMENTATION, WITH A FUTURE PROOF EXIT PLAN OF TRAINED DIVERSE JUNIOR STAFF - CRAFTED FOR THE FINTECH AND BROADER FINANCE MARKETS

OUR PRICE COMPETITIVE MODEL SUPPORTS CLIENTS TO RAPIDLY DEPLOY DELIVERY WITH TECH SPECIALISTS, WHO ARE THEN INCENTIVISED TO TRAIN JUNIOR TALENT AND THE CLIENT HAVE THE CONTRACTUALLY DATED OPTION TO CONVERT THAT TALENT TO PERMANENT MEMBERS OF STAFF

WE ARE DRIVEN BY HELPING JUNIOR TALENT GAIN GREAT COMMERCIAL EXPERIENCE, LEARN FROM THE BEST IN THE MARKET AND HELP SHAPE DIVERSITY AND QUALITY FOR THE FUTURE OF FINANCIAL TECHNOLOGY //

'The speed to scale was great. We had 8 specialists on site within a week, then after 4 weeks we had three junior members being trained whilst delivering and after 12 months we offered two of them full time contracts'



SKILLS & TALENT CHALLENGES OUR MODEL SOLVES //

- Price competitive but poor quality delivery from Consultancy firms
- Junior Staff at Consultancies are pushed to new projects, meaning no longer term learning
- Short term funding, restricts long term planning for most companies
- Opportunity for technologists is far less as work is being pushed overseas
- There is less opportunity to help attract and shape diversity in Financial Technology markets
- Specialist skills which create free enterprise are being lost
- Graduate programmes are poorly executed and can become an external & internal fight for that talent
- Attracting the best talent in the Technology Market is increasingly difficult

EXPERTISE //



DESIGN AND DEVELOP UI/UX



COMPLEX CORE DEVELOPMENT



BUSINESS CHANGE ENGINEERING



INFRASTRUCTURE & SUPPORT



DATA & DATA ANALYTICS



DATA SCIENCE AI & ML



REGULATORY CHANGE & CONTROL



GOVERNANCE & MANAGEMENT



QUANTITATIVE & ALGORITHMIC

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FUTURE TALENT - HOW IT WORKS AND PRICING //

STEP ONE - QUALIFY

Problems, solutions, Budget and Timeframe. What problem do you need solving, by when and at what cost?

STEP 2 - CUSTOMISE

Our model is very flexible to the short and long term needs of the project and business. Build a team that suits your needs. Varied skills and Varied levels, mean the model can be on budget and completely price competitive.

STEP 3 - COMPLETE

Our chosen Caspian One Partner lead, the client and our internal head of practice; review, finalise and then sign our templated Statement of work.

STEP 4 - TRACK & SCALE

Our internal project hub team reports on project progression throughout the engagement. At any point you are able to rapidly scale the team up or down and add short term SME Advisors at any point.

"CASPIAN ONE HAVE BEEN TRANSPARENT WITH THEIR CHARGE THROUGHOUT OUR PARTNERSHIP, SOMETHING COMPLETELY UNIQUE TO ANY CONSULTANCY FIRM I KNOW"

TESTIMONIALS //

"I have used Caspian One for some of my more crucial, time critical projects where we were under extreme pressure to deliver. Their flexibility, capability and unique methods actually meant that our project was delivered ahead of time with no compromise on quality, we have retained talent and this lead to some great feedback from our end client!"

- CTO, FinTech

"Our Caspian consultants have proven to be a trusted advisor and highly valuable resource in our recent UX strategy. Their market knowledge, reach and upfront approach ensured swift and cost-effective delivery of a tailor-made pod of industry-leading technologists and junior but skilled candidates. This team performed above all expectations researching, designing and building out our Front Office X-Asset trading platform in JavaScript, HTML5 and associated technologies"

- Global Head of UX - Tier-1 Investment Bank

"We have been working with Caspian One for the last 8 months to on-board skilled resources to augment a leading project within the Bank. They have proven time and again that they understand the business and the requirements, are capable of finding the right people for the job. I have built a solid relationship with the firm generally and am comfortable the future needs and growth can be met through this relationship and service"

- MD, Programme Manager - Investment bank



OUR MODEL IS DIFFERENT. THE FUTURE TALENT MODEL WILL BE DIRECTLY COMPETING WITH THE CONSULTANCY GRADUATE POOL. HOWEVER OUR JUNIOR TALENT GET SOMETHING MORE. LONGER TERM COMMERCIAL EXPOSURE, DIRECT SUPERVISION, SME PRACTICAL TRAINING FROM THE VERY BEST IN THEIR FIELD AND CONSISTENCY IN PROJECTS.

VALUE PROPOSITION - LOWER MARGINS

We operate at lower margins than traditional consultancies.

CASPIAN ONE - CULTURE

Our people are everything. They exemplify our belief in professionalism and specialisms. We are a family of professionals.

CASPIAN ONE - TRUST

Decades of proven delivery has built hard-won trust with our partners and clients.

VALUE PROPOSITION - SHORTEN THE SKILLS AUGMENTATION PROCESS

We leverage our relationships and technology to match skills to needs to shorten the process.

VALUE PROPOSITION - REDUCING HIRING COSTS

Our run-to-permanent resources in the pods can be hired into staff at zero commission.

RISK VALUE - TRANSPARENCY

We operate using SOWs and use our partners to capture the deliverables and outcomes expectations for the work upfront.

VALUE PROPOSITION - COMMERCIAL FLEXIBILITY

A blend of resource types across pods and accounts. Senior SMEs on a part-time or retainer basis.

RISK VALUE - QUALITY

We flex our charges to include delivery linked incentives. We have no bench to clear, ours is virtual.

RISK VALUE - IP RETENTION

Ability to blend in resources that will become employees to keep and build on that knowledge.

CASPIAN ONE WAS FORMED 25 YEARS AGO //

We have traditionally supplied technology recruitment and consultancy services to the front office trading arms of Investment Banks and Hedge Funds. In the past 3 years, we have helped deliver products and solve gaps in Skills/Talent/Diversity of many new FinTech Firms, NeoBanks, Digital Assets Firms, FinTech Vendors and broader FinTech Clients.

CLIENTS & GEOGRAPHY //



WHO ARE OUR PARTNERS? //

Passionate technologists. Professional, credible, capable... and part of a carefully moulded 'experts ecosystem' managed by Caspian Partnered Capabilities, that embodies the high expectations we and our clientele demand.

Members of our partner network benefit from greater flexibility and control over their working arrangements, access to unique, exciting and commercially attractive projects, the ability to gain experience and learn from other members, and more.



FLEX & CONTROL



REVENUE PROTECTION



CONNECT & LEARN



MARKET INSIGHTS



MORE INFORMATION & NEXT STEPS //

If you are interested in learning more or have a relevant need you would like a quote for, please email canada@caspianone.com or alternatively call us on +1 (416) 900 1284.