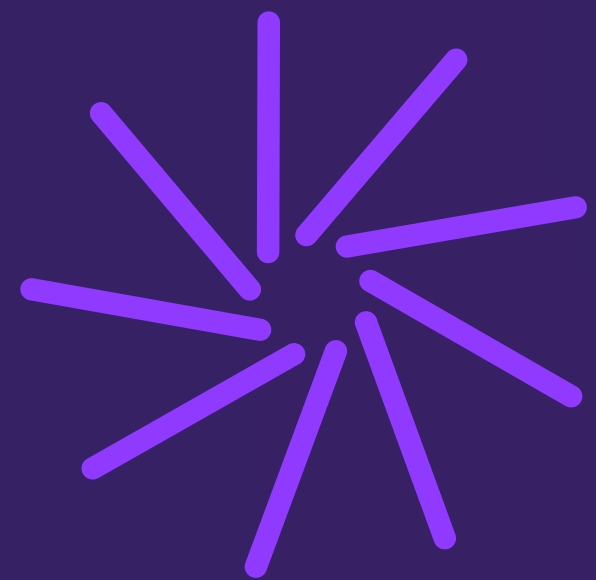# Talent Guide for Fintech CTOs

Strategies for scaling tech teams with in-demand roles

Don't let the talent gap hold back your fintech growth

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Fintech recruitment:
Diversity that fosters growth

Over the past decade, the fintech industry has emerged as a key player in the financial sector. Currently, the industry employs around 300,000 people, with leading companies continually looking for talent to drive the "tech" in fintech.

This sector's demand for talent is insatiable. The number of people working in the industry is three to four times higher than that of total employees in London or New York. However, despite abundant skills in the job market, fintech firms often struggle to find the right candidates. Why? Because the sector is both new and rapidly evolving, with diverse and highly specialised roles that are difficult to define.

Through our experience working with various fintech clients, we have identified five crucial tech roles fintech companies should prioritise when hiring: **AI and ML engineers, Data scientists, Blockchain developers, Cybersecurity analysts, and Security architects.** By partnering with an experienced team augmentation provider like us, you can build a dedicated team for your tech projects faster, more efficiently, and cost-effectively to swiftly secure a market lead.

AI/ML Engineers

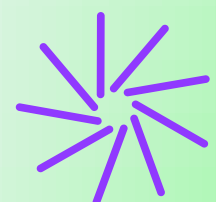**Data Scientists**

Blockchain Developers

Cybersecurity Analysts

Security Architects

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Snapshot of the fintech market for 2025

70 to 90 %

of jobs in fintech are tech-related.

Meanwhile, non-technical jobs typical for the financial sector represent only about **10 to 30%** of all job openings. This disproportion signifies the importance of technology and tech specialists in the fintech industry.

Companies are constantly looking for people skilled in software development and testing, IT infrastructure operations management, and data processing.

Engineering	IT & Operations	Data science

Engineering, IT & operations, and Data science are the most prominent tech job fields in fintech.
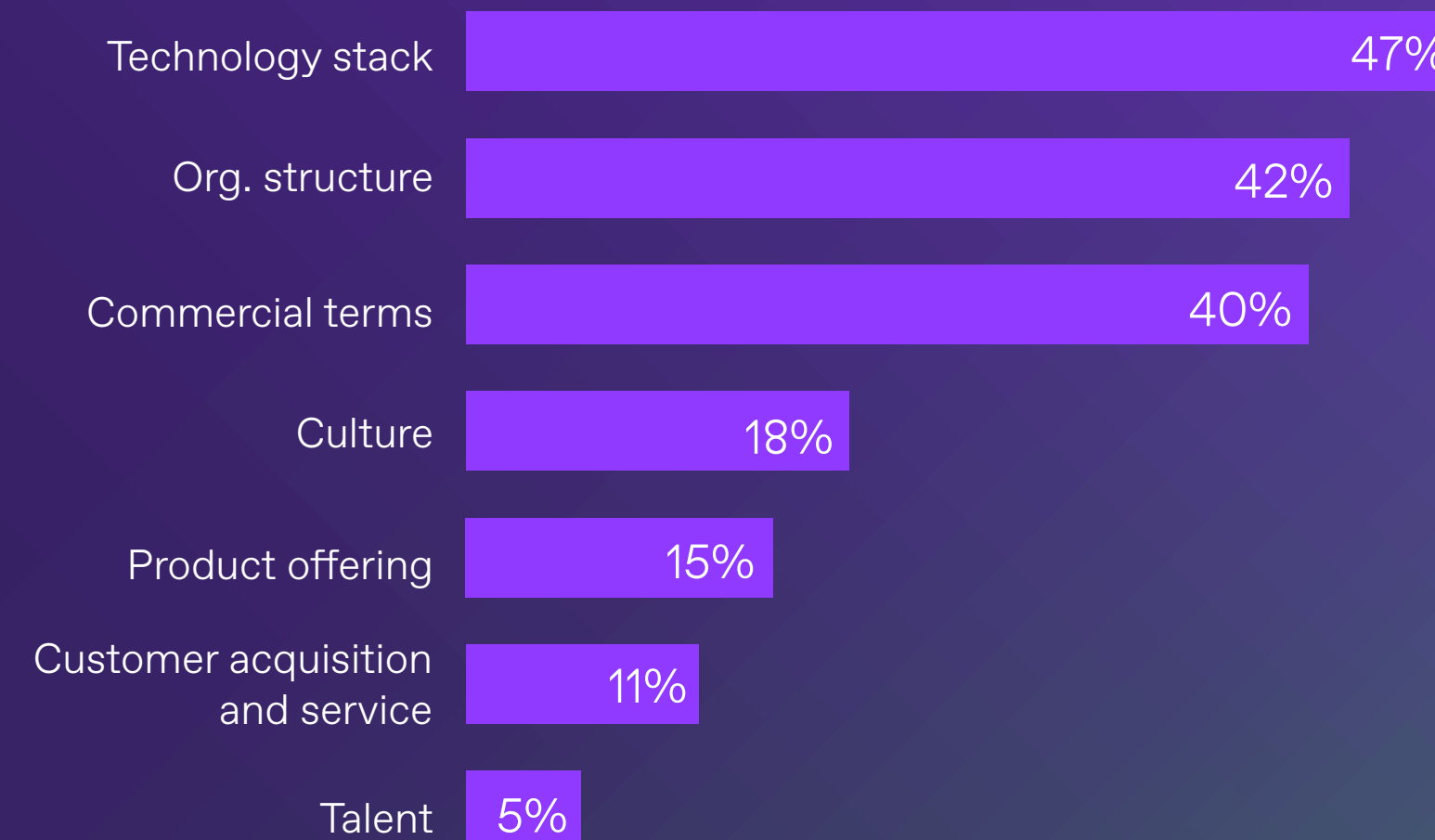
59%

of CIOs say that staff and skills shortages divert their attention from tech innovation and strategic investments.
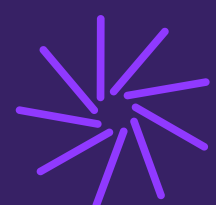
Fintech CEOs are dissatisfied with their current partnerships, mainly due to challenges within the technology stack, organisational structure, company culture, and a lack of relevant talent.

These partnerships usually focus on **enhancing existing products, driving new product innovation, improving user experience, providing technology or data services, and customer acquisition.**

Selected areas of least preparedness of partner companies (by % of CEOs).

Area	%
Technology stack	47%
Org. structure	42%
Commercial terms	40%
Culture	18%
Product offering	15%
Customer acquisition and service	11%
Talent	5%

Source: Reimagining the Future of Finance, Boston Consulting Group & QED Investors.

Most in-demand tech roles in finance and banking

Industries as dominated by technology as fintech offer unique job opportunities for tech experts of various backgrounds. Still, finding the ideal hiring match is a challenge many companies struggle to overcome. As financial services rapidly adopt new technologies, the demand for skilled professionals in specific areas has surged.

Among the most sought-after roles are **AI and ML engineers, Data scientists, Blockchain developers, Cybersecurity analysts, and Security architects.** These roles are integral to driving innovation in fintech, as they align closely with key trends shaping the industry. Investments in artificial intelligence, blockchain, and cybersecurity are increasing, and these experts are crucial for developing secure, efficient, and future-ready fintech products.

Let's break down each to see how it benefits your business.
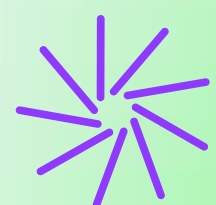
AI and ML engineers

AI and ML engineers train machines to think and learn on their own. By developing data-processing algorithms and models that learn from data, they help fintechs automate tasks, speed up decisions, and make accurate predictions. Those capabilities can be used in fraud detection, credit scoring, customer service automation and other fintech-related tasks across all digital and mobile products.
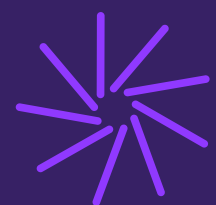
Why your business needs AI and ML engineers

AI is progressively revolutionising all industries, and fintech is no exception. In response to market changes, **the demand for AI and ML engineers is expected to grow by 40% by 2027.** It's safe to say that fintech businesses race each other to get to the best specialists out there first.

Process automation and efficiency boost

Everyday operations such as monitoring payment accuracy, preparing reports, and risk assessment are prone to human error. AI engineers can implement algorithms to automate data management and categorise unstructured data.

Teaming up with one of our client's finance team, we developed an RPA (Robotic Process Automation) solution to streamline manual reporting and tax-controlling processes. This resulted in a 5x reduction in time spent on tax-related tasks, the complete elimination of human errors, and allowed the finance team to shift their focus to more strategic tasks.

Real-time fraud detection

ML engineers create algorithms that analyse data to recognise and prevent fraudulent transactions. Designed ML models adapt to evolving techniques and patterns to better recognise suspicious behaviour in the future and increase security.

Personalised products and services

AI and ML experts can deploy chatbots that use data analytics to interact with customers, solve their issues, and provide relevant information. These chatbots learn from the provided feedback and help customers choose investment options, create financial plans, or set saving goals.

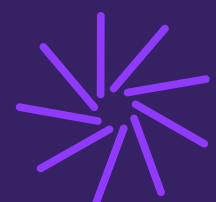# AI and ML engineer's background

Average Salary (Month)	Junior	Mid	Senior	Talent Pool
Bulgaria	€3.200 - €4.400	€4.600 - €5.500	€5.500 - €7.200	**~ 1.500** Specialists
Poland	€3.000 - €4.400	€4.700 - €6.900	€6.900 - €8.300	**~ 3.000** Specialists
Ukraine	€2.200 - €3.700	€3.700 - €5.200	€5.200 - €7.700	**~ 1.100** Specialists

Salary ranges show the monthly Cost to Company (CTC), including taxes, benefits, and indirect expenses, to help you understand the costs of hiring AI/ML engineers in different countries.

Educational Background

Bachelor's or Master's Degrees in:
- Computer science
- Electrical engineering
- Data science
- Mathematics
- Statistics

Certifications:
- AI and machine learning (e.g., Google's TensorFlow Developer Certificate, AWS Certified Machine Learning-Specialty)
- Blockchain
- Cybersecurity
- Fintech-specific courses in data analytics or AI solutions

Key skills

Programming in Python, Java, C++, and R:
- Develop and optimise AI/ML algorithms for real-time applications.

Using machine learning frameworks (TensorFlow, PyTorch, Keras, Scikit-learn):
- Build, train, and deploy models efficiently.

Data analytics and visualisation tools like SQL, Apache Spark, Tableau:
- Extract insights and communicate findings through data visualisation.

Specialising in domains like blockchain, cybersecurity, and financial data systems:
- Apply AI to niche, high-impact areas.

Leveraging cloud platforms (AWS, Google Cloud, Microsoft Azure):
- Scale AI/ML solutions for enterprise-level deployment.

Role-specific tools and technologies

AI/ML development tools:
- TensorFlow, PyTorch, Keras
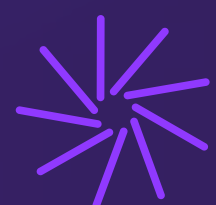- Jupyter Notebooks

Cloud services:
- AWS (Amazon SageMaker), Microsoft Azure (Azure Machine Learning), Google Cloud (AI Platform)

Data management:
- Apache Hadoop, Apache Spark, Kafka

DevOps tools for AI/ML:
- Docker, Kubernetes-for deploying AI/ML models in production environments

Data scientists

Data scientists interpret vast volumes of data to find patterns, spot trends and solve business problems. They can pull insights from bank data, financial software, CRMs, stock updates, and more, in seconds. The goal? Less manual work, quicker product launches, reduced risks and smarter decisions for fintech companies.
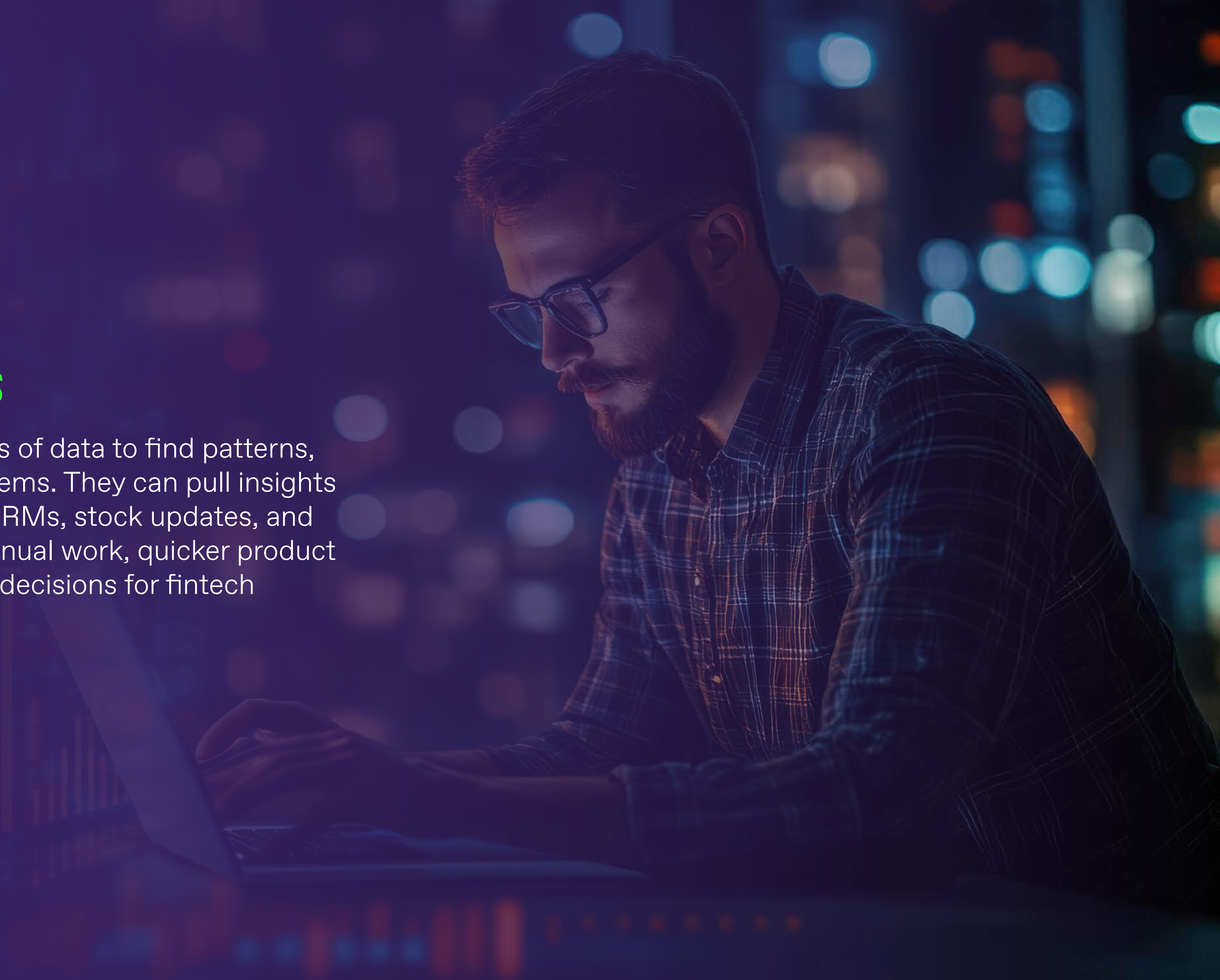
Why your business needs data scientists

149,513 emails are sent and received each minute. Google processes over 40,000 search queries every second. Significantly, 80-90% of the data users generate is unstructured. In fintech, top data scientists sift through and analyse this vast ocean of information to uncover valuable insights and drive smarter data-driven decisions.

Product improvement

Companies experiencing rapid growth generate 40% more of their revenue from personalised products, services, or customer experiences compared to companies growing at a slower pace.

Data engineers utilise deep learning models to track customer behaviour and preferences over extended time periods. Gathered information allows fintech businesses to make more personalised products and services, responding to specific customer needs.

Predictive analitycs

Data experts analyse past data to predict future actions. Then, fintech companies can use these insights to make data-driven decisions that improve customer experience.

In one client project, our data scientist led a development team of 13 specialists to build a robust AI system that uses machine learning engines to deliver precise price predictions, market trend forecasts, and real-time market volatility analysis. The result was a versatile data analysis tool that empowers businesses to make data-driven decisions, improving efficiency and driving revenue growth across industries.
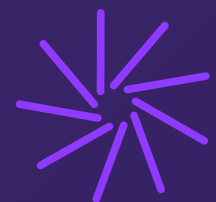
Data scientist's background

Average Salary (Month)	Junior	Mid	Senior	Talent Pool
Bulgaria	€3.200 - €4.400	€4.600 - €6.100	€6.100 - €7.200	**~ 800** Specialists
Poland	€3.000 - €4.400	€4.700 - €6.700	€6.900 - €8.300	**~ 5.000** Specialists
Ukraine	€2.200 - €3.200	€3.200 - €5.700	€5.700 - €7.100	**~ 2.600** Specialists

Salary ranges show the monthly Cost to Company (CTC), including taxes, benefits, and indirect expenses, to help you understand the costs of hiring Data Scientists in different countries.

Educational Background

Bachelor's or Master's Degrees in:

- Computer science
- Data science
- Mathematics
- Statistics
- Engineering

Certifications:

- Blockchain certifications (CBP - Certified Blockchain Professional)
- AI certifications (TensorFlow, Microsoft AI)
- Cybersecurity certifications (CISSP, CEH)

Key skills

Programming in Python, R, SQL, Java, Scala:

- Build predictive models and process large datasets.

Applying machine learning:

- Design and implement algorithms for pattern recognition, forecasting, and decision-making.

Conducting data analysis and visualization:

- Extract insights from raw data and present it in a meaningful way.

Specialising in domains like blockchain, cybersecurity, and financial data systems:

- Apply AI to niche, high-impact areas.

Exploring blockchain and cybersecurity data:

- Analyze and secure digital assets and sensitive information.

Role-specific tools and technologies

Cloud platforms:

- AWS, Microsoft Azure, and Google Cloud Platform (GCP)

Big data tools:

- Hadoop, Spark, Kafka

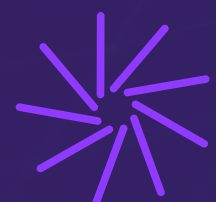**Machine learning frameworks:**

- TensorFlow, PyTorch, scikit-learn

Data visualisation:

- Tableau, Power BI, Matplotlib

Version control and collaboration:

- Git, JIRA, and Confluence

Blockchain developers

Blockchain developers' skills go far beyond enabling crypto payments. They design the architecture for all decentralised systems and smart contracts. Besides enabling virtual currency transactions, they also develop tech behind peer-to-peer lending, rewards programmes, decentralised insurance and other products and services that allow transparent, secure exchanges of digital assets.
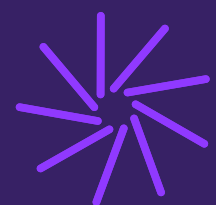
Why your business needs blockchain developers

Blockchain, once an abstract concept, has become a vital force in the fintech landscape. The fintech blockchain market is projected to reach $31.84 billion by 2029. Its applications extend far beyond cryptocurrencies, automating operational processes through smart contracts and enhancing the security of financial transactions.

Increased security

The finance sector is the most vulnerable to cybercrime. Fintech companies leverage the decentralised nature of blockchain, where each transaction is encrypted and validated by a network of nodes, ensuring robust protection.

These nodes work collaboratively to make data tamper-proof, as modifying a single block requires validation from the entire network.

Better traceability

Traditional financial systems often rely on multiple intermediaries for even simple transactions, making data tracking challenging.

In contrast, blockchain's decentralised nodes not only secure the network but also ensure precise traceability. Since all data is recorded in blocks, users can easily track any changes, providing full transparency.

Automated operational processes

Blockchain developers can streamline operations by speeding up transaction processing and payment confirmations. This simplifies verification and authorisation, significantly reducing settlement times.

For instance, Singapore Exchange Limited adopted blockchain technology to create an efficient interbank payment system. This switch resolved challenges like batch processing and manual reconciliation of complex transactions.
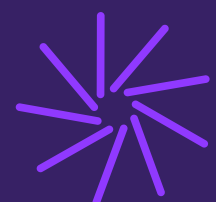
Faster loan approvals with machine learning

Our client, **Funding Circle**, needed to expand its technology team to enhance its peer-to-peer lending platform. With the Ruby and Clojure developers we recruited, they built a new Research and Development division to facilitate product growth.

We handled recruitment, onboarding, and ongoing HR support, fostering high retention and productivity within the team. This nearshore model allowed **Funding Circle** to scale quickly, comply with fintech regulations, and enhance its platform for faster loan approvals and improved customer experience.

Read the whole story ↗
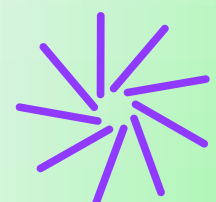
Blockchain developer's background

Average Salary (Month)	Junior	Mid	Senior	Talent Pool
Bulgaria	€2.600 - €4.100	€4.100 - €5.800	€5.800 - €7.800	~ 300-400 Specialists
Poland	€3.000 - €4.400	€4.400 - €6.900	€6.900 - €8.00	~ 400 Specialists
Ukraine	€2.000 - €3.700	€3.700 - €5.700	€5.700 - €7.700	~ 500+ Specialists

Salary ranges show the monthly Cost to Company (CTC), including taxes, benefits, and indirect expenses, to help you understand the costs of hiring Blockchain developers in different countries.

Educational Background

Bachelor's or Master's Degrees in:
- Computer science
- Software engineering
- Information technology
- Cryptography
- Distributed computing

Certifications:
- Blockchain certifications: Blockchain Council's Certified Blockchain Developer (CBD), IBM Blockchain Certification, Ethereum Developer Certification, Certified Blockchain Professional (CBP)
- Cryptography: Stanford's Cryptography Certification

Key skills

Developing smart contracts:
- Code secure and self-executing contracts on platforms like Ethereum and Hyperledger.

Building on blockchain platforms (Ethereum, Hyperledger, Polkadot, Cardano, Solana):
- Architect decentralised applications (dApps) and systems.

Implementing cryptography:
- Secure transactions and data using encryption and cryptographic protocols.

Working with distributed systems:
- Ensure reliability and scalability of decentralised networks.

Programming in Solidity, JavaScript, Python, C++, Go, Rust:
- Write and deploy blockchain solutions efficiently.

Role-specific tools and technologies

Smart contract development:
- Solidity, Truffle Suite, Hardhat, Remix IDE

Blockchain networks and protocols:
- Ethereum, Hyperledger Fabric, Polkadot, Solana, Corda

Cryptographic tools:
- OpenSSL

Blockchain-as-a-Service (BaaS):
- AWS Blockchain, IBM Blockchain Platform, Microsoft Azure Blockchain

Cybersecurity analysts

Many companies think antivirus alone will keep them safe - until they get hit. Cybersecurity analysts are the ones who have your back when it comes to cyber threats. They monitor your systems, detect potential breaches and react adequately. They also play a key role in ensuring compliance.
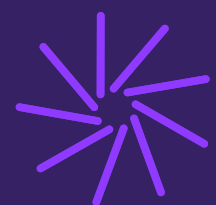
Why your business needs cybersecurity analysts

3 out of 4 global consumers use fintech services for money transfers and payments. As user numbers grow, so does the responsibility to protect their sensitive data. That's why fintech companies rely heavily on cybersecurity analysts to ensure that all data is safeguarded from evolving threats.

Cyberthreats prevention

In fintech, cybersecurity is a number 1 priority. Every system is developed with a secure-by-design approach to ensure the safety and stability of the product. Still, cybersecurity analysts are essential to detect and eliminate any possible threats to IT infrastructure security.

For example, a popular financial transaction company, Revolut, experienced a major breach due to a social engineering attack, compromising the personal data of over 50,000 users. Incidents like this highlight the rising prevalence of cyberattacks and reinforce the critical need for robust data security measures.

Ensuring customer trust

67% of customers need to know how their personal data is being protected in order to trust a company. Cybersecurity analysts play a key role here by securing transactions and safeguarding sensitive information, preventing breaches that could damage customer confidence. Their vigilance and quick response to threats ensure users feel safe, which is essential for fintech companies looking to build long-lasting relationships and grow their business.

Strong security measures don't just protect data-they actively foster customer loyalty and trust.

Cybersecurity analyst's background

| Average Salary (Month)	Junior	Mid	Senior	Talent Pool
Bulgaria	€1.800 - €2.900	€2.900 - €3.800	€3.800 - €4.500	~ 100 Specialists
Poland	€2.400 - €3.000	€3.000 - €4.300	€4.400 - €5.800	~ 1000 Specialists
Ukraine	€1.400 - €2.200	€2.200 - €3.200	€3.200 - €4.500	~ 700+ Specialists

Salary ranges show the monthly Cost to Company (CTC), including taxes, benefits, and indirect expenses, to help you understand the costs of hiring Cybersecurity analysts in different countries.
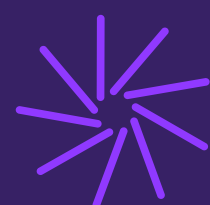
Educational Background

Bachelor's or Master's Degrees in:

- Cybersecurity
- Engineering
- Computer science
- Information technology
- Information assurance

Certifications:

- CompTIA Security+
- Certified Ethical Hacker (CEH)
- Cisco Certified CyberOps Associate
- Certified Information Systems Security Professional (CISSP)
- Certified Information Security Manager (CISM)
- Certified Information Systems Auditor (CISA)

Key skills

Managing network and network security:
- Secure company networks through monitoring and defence strategies.

Incident detection and response:
- Analyse, respond, and mitigate cybersecurity incidents in real time.

Ensuring regulatory compliance:
- Align security practices with regulatory frameworks like GDPR or HIPAA.

Conducting threat intelligence and risk management:
- Identify vulnerabilities and proactively address risks.

Programming in JavaScript, Python, C/C++:
- Develop tools to automate security tasks and prevent exploits.

Role-specific tools and technologies

Security information and Event Management (SIEM):
- Splunk, IBM QRadar, ArcSight

Vulnerability scanning and penetration testing:
- Nessus, OpenVAS, Metasploit

Endpoint Detection and Response (EDR):
- CrowdStrike, Carbon Black, Symantec EDR

Threat intelligence platforms:
- Recorded Future, Mandiant, ThreatConnect

Firewall and Intrusion Detection Systems (IDS/IPS):
- Cisco ASA, Palo Alto Networks, Snort, Suricata

Cloud security:
- AWS Security Hub, Microsoft Azure Security Center, Google Cloud Security

Security architects

Switching to a new banking platform? You'll want a security architect on your team. They handle all your IT security setups, defining security measures against cybercrime, planning fast responses, and creating strategies for when things go off track. Essentially, they're the superheroes protecting all your digital assets.
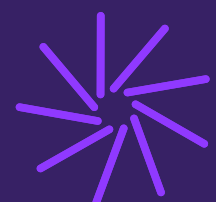
# Why your business needs security architects

74% of data breaches are attributed to human error. With that in mind, security architects build robust Fintech architectures that are resistant to cybersecurity threats from all sources. By designing, developing, and implementing advanced systems, security architects help organisations prevent costly and damaging incidents, ensuring continuous and secure operations.

Zero Trust Architecture

Zero Trust is an advanced cybersecurity framework based on the principle of "never trust, always verify." It assumes that threats exist both inside and outside the network, and no user, device, or system should be trusted by default. For fintech companies, implementing this model can enhance security through high-level encryption. Security architects lay the foundation for a multi-layered defence system that protects critical assets against evolving cyber threats.
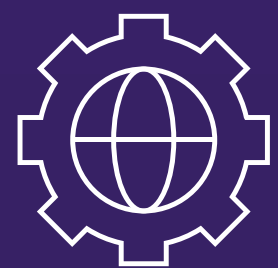
Reduced Attack Surface: By granting access only on a need-to-know basis and continuously validating trust, Zero Trust minimises the attack surface.
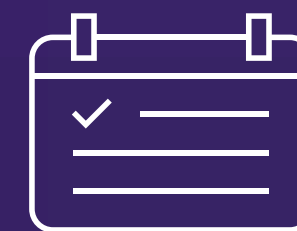
Enhanced Regulatory Compliance: Zero Trust frameworks help fintech companies comply with strict financial regulations, ensuring robust security controls around sensitive financial data.
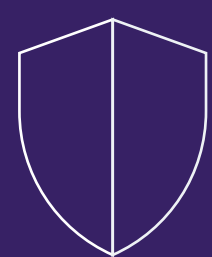
Protection Against Insider Threats: Since even internal users are required to authenticate and have limited access, the risk of insider threats is significantly reduced.

Improved Incident Response: Continuous monitoring and real-time alerts enable rapid detection and response to security incidents, minimising damage.

Security architect's background

Average Salary (Month)	Senior	Talent Pool
Bulgaria	€6.600 - €7.900	~ 1.500 - 2.000 Specialists
Poland	€7.500 - €9.200	~ 5.500 Specialists
Ukraine	€6.700 - €7.700	~ 1.800+ Specialists

Salary ranges show the monthly Cost to Company (CTC), including taxes, benefits, and indirect expenses, to help you understand the costs of hiring security architects in different countries.
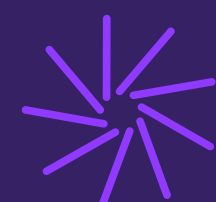
Educational Background

Bachelor's or Master's Degrees in:

- Information security
- Cybersecurity
- Computer science
- Engineering

Certifications:

- Certified Information Systems Security Professional (CISSP)
- CompTIA Security+
- Certified Ethical Hacker (CEH)
- Certified Information Security Manager (CISM)
- Certified Information Systems Auditor (CISA)
- AWS Certified Solutions ArchitectProfessional
- Certified Cloud Security Professional (CCSP)

Key skills

Designing secure network and infrastructure:

- Plan and implement security architectures to protect systems and data.

Performing malware analysis:

- Investigate and counter malware threats to protect assets.

Managing risk:

- Assess potential risks and ensure robust mitigation strategies.

Specialising in cloud security:

- Safeguard cloud-based systems from attacks and breaches.

Creating security architecture:

- Develop overarching frameworks for security across the entire organisation.

Role-specific tools and technologies

Security architecture frameworks:

- TOGAF (The Open Group Architecture Framework), SABSA (Sherwood Applied Business Security Architecture)

Network security tools:

- Cisco ASA, Palo Alto Networks, Check Point, Splunk, IBM QRadar

Cloud security tools:

- AWS Security Hub, Microsoft Azure Security Center, Google Cloud Security Command Center

Identity & Access Management (IAM):

- Okta, CyberArk

Endpoint and network monitoring tools:

- CrowdStrike Falcon, Carbon Black, and Tenable

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Pwrteams

Attract and recruit
finance niche specialists

Proven strategies tested by our hiring experts

Creating growth opportunities

This isn't just a job description buzzphrase. Niche specialists like security architects are all about getting better at their work. Personal and career growth is an important aspect of their life. To keep up with their love for learning, we sponsor relevant certifications and give them access to specialised courses so they can always stay ahead in their field.

Reaching to the source

We don't sit back and wait for top talent to come to us. Instead, we actively seek out high-value candidates by engaging in tech-specific forums, attending industry networking events, and participating in expert conferences.

Keeping candidates engaged

Top candidates get tons of job offers, so we have to act fast. Our hiring process is quick and efficient, with just three interviews. We keep a fast turnaround time, providing regular feedback so candidates always know where they stand and feel appreciated.

Empowering talent to make impact

Today's tech talent is eager to make an impact; they want to see the value of their work, have their voices heard, and know their ideas are being implemented. Creating an environment where they feel empowered and integral to the project's success can be a deciding factor in attracting top talent.
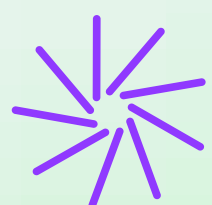
Offering competitive compensation

Some tech specialists, like DevOps engineers, are in high demand and can be very selective. To meet their growing expectations, we encourage our clients to offer more than competitive pay. Flexible working hours, remote work options, and the chance to work on exciting projects with the latest technologies are big motivators.

Making each interview count

High-demand specialists value their time. Streamlining the interview process with fewer steps, clear timelines, and constructive feedback is crucial. We offer flexibility in scheduling interviews, conduct initial tech interviews, and encourage clients to run technical assessments like live coding instead of providing home test tasks. This approach respects candidates' expertise and makes the experience more engaging.

Beting on project stability

Many specialists seek job security through long-term, challenging projects. We emphasise the longevity and complexity of the company's initiatives to attract those looking for meaningful, sustainable work. This way candidates can see how their involvement will impact the fintech landscape.

*"The key to attracting niche talent is a mix of **strategic targeting and personalised engagement.** Know where to find them, understand their motivations and tailor your approach to what truly resonates with each candidate. Whether it's continuous learning for security experts or project variety for data scientists."*

- Halyna Zherebetska, Head of Talent Acquisition at Pwrteams

a Nortal company

Pwrteams
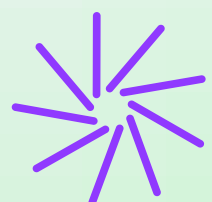
Keep your partnerships consistent with a 4.3% attrition rate

Effective ways to retain top tech specialists

Rewarding talent and good work

We monitor current market trends to ensure fair and competitive pay. To keep things transparent, we consolidate and provide annual salary reports and advise our clients on remuneration that will positively impact team retention and help maintain below-market attrition rates.

To keep employees motivated, we design flexible and competitive benefits packages that add value to their everyday lives, even outside the office.
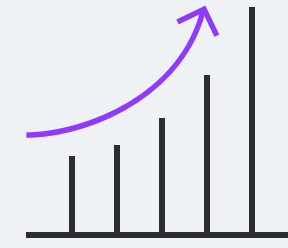
Pushing employees forward

We're all about supporting our clients' learning and development efforts. By giving our teams equal access to training and education, we help them grow and continuously advance their skills.

Our People partnering teams work closely with our clients to run performance reviews and create clear career paths for every team member. They offer valuable guidance and support to balance each customer's immediate and future needs with our specialists' personal goals and self-development aspirations.
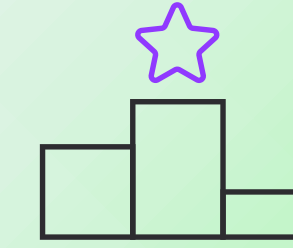
Creating welcoming workplace culture

A great workplace goes beyond just the daily tasks. Collective wins require an inclusive, vibrant work atmosphere and a collaborative spirit.

We host tech talks, workshops, and other career and other events to give our people the opportunity to connect, share experiences, and exchange valuable knowledge. The goal is not only to learn but to create a safe space for personal and professional growth.
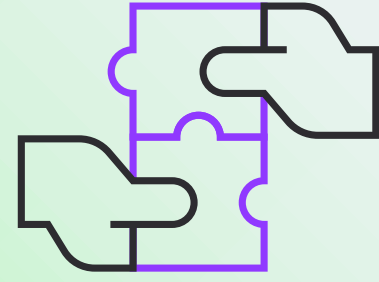
Promoting Corporate Social Responsibility

Today's talent values purpose alongside career growth. With this in mind, we embed CSR initiatives into our culture, offering opportunities to contribute to meaningful causes like sustainability and community outreach.

Our "Inspiring Work Environment" and "Best Employer – Outsourcing" awards reflects the efforts we put into building an inspiring workplace, where peopleare recognised and empowered every day.
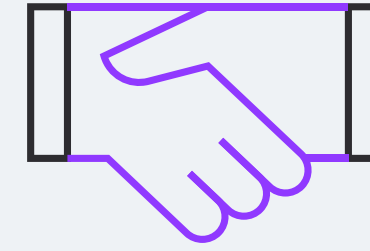
Supporting personal endeavours

A thriving career goes hand in hand with personal growth. That's why we actively support our team members in building their personal brands and expanding professional reach.

Encouraging our experts to share their knowledge strengthens their own standing in the industry and fosters a culture of continuous learning and thought leadership. To achieve this, we spotlight their achievements on social media, helping them connect with a broader community and elevate their professional presence.
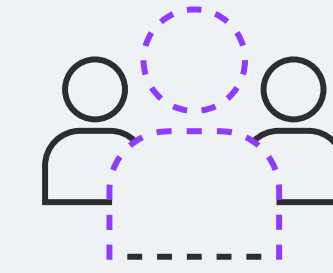
Building teams offline

We focus on creating shared experiences that extend beyond the workplace. From wellness webinars and family-friendly events to friendly office competitions, we ensure our people have opportunities to connect and grow.

That's more than just team-building. By blending professional development with a vibrant community spirit, we create an environment where everyone feels supported, valued, and motivated to bring their best to both work and life.
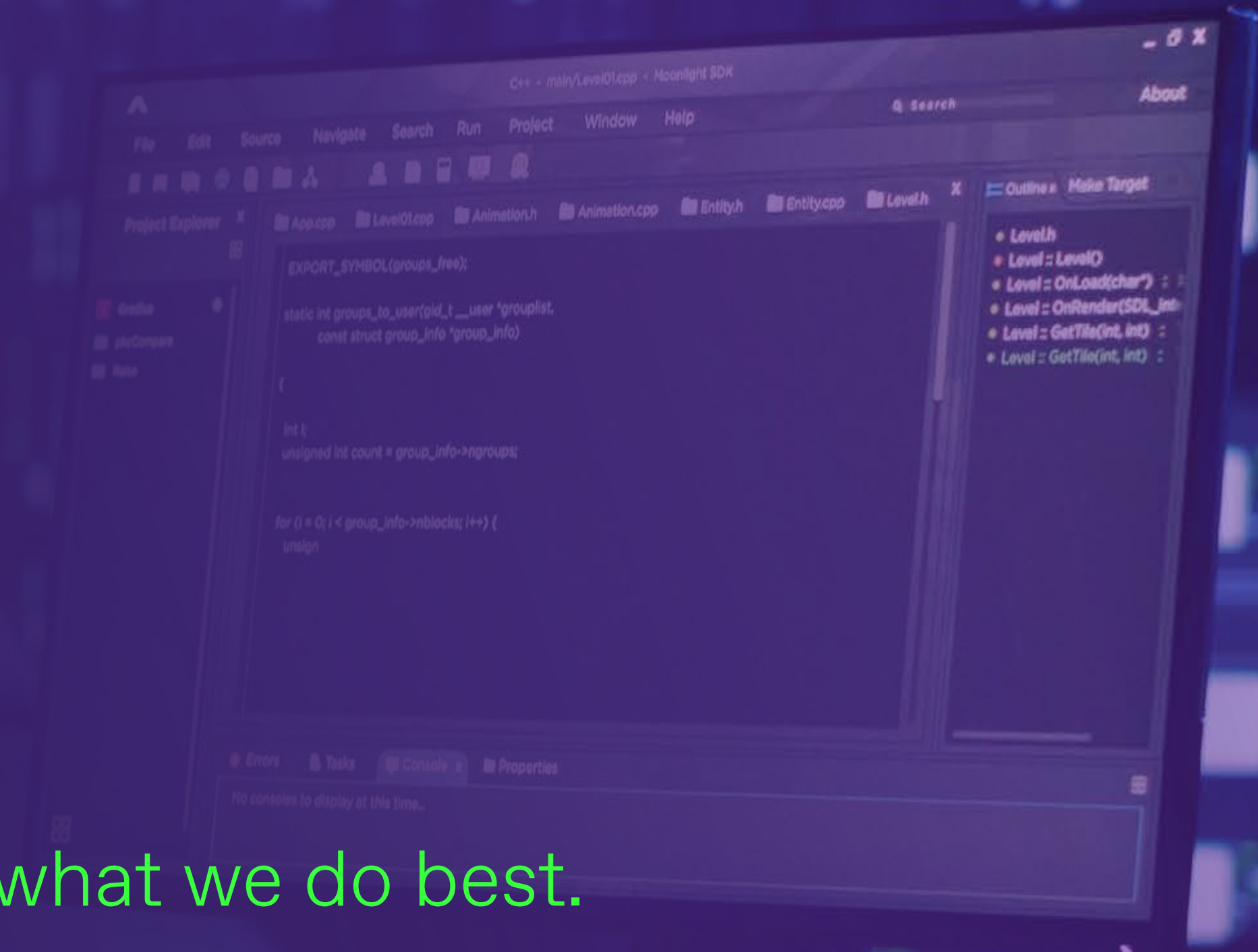
a Nortal company

Pwrteams
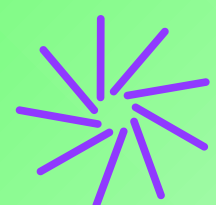
Closing fintech skills gap with dedicated teams

Building augmented teams to fuel your success is what we do best.

See how we do it. ↗

Cyberthreats prevention

Having successfully filled over 120 specialised tech roles-from AI experts to DevOps engineers–we understand the exact skill sets required in the finance sector.

Our teams have built everything from investment platforms to tax automation solutions. We're specialists in complex financial technology, creating solutions that streamline processes and boost operational efficiency. Leveraging the latest in AI, machine learning, and robotic process automation (RPA), we deliver advanced financial tools that provide impactful insights, automate workflows, and keep your business ahead of the curve.

95.7% retention rate

Our outstanding retention rate ensures your team remains stable and focused, avoiding the costly disruptions of turnover. We carefully select and onboard each team member to hit the ground running from day one, ensuring your projects run smoothly and efficiently. With us, you get the consistency needed for long-term success.

Customised recrutiment

We excel at sourcing hard-to-find talent. By using advanced sourcing strategies and personalised recruitment processes, we deliver niche experts that align perfectly with your specific needs. Whether you're looking for data scientists, machine learning specialists, or database engineers, we have the connections and expertise to bring you the best talent in the financial domain.

High client success, proven results

Our focus on optimising talent and processes translates directly into results. We've helped clients improve the quality of their applications, streamline operations, and reduce costs.

With over 120 roles filled across the finance and fintech sectors, we know how to build teams that deliver. And we can bring the same results-driven expertise to your business, creating a team that accelerates your success.

Got a tech project?

We've got the right talent to get it done.

50+
Data, ML & AI Pros

500+
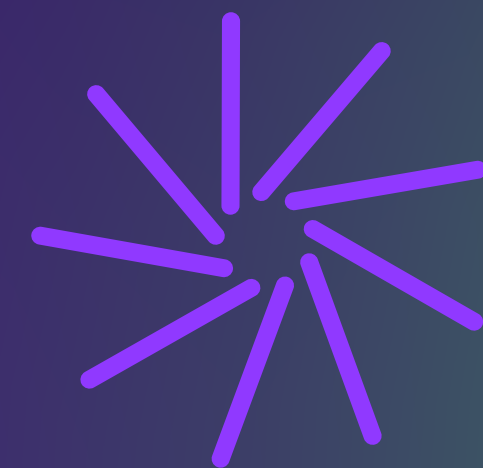Software Developers

60+
DevOps Engineers

20+
Ruby Developers

150+
QA/AQA Experts

30+
Python Developers

a Nortal company

Pwrteams

Your tech team is on its way

No matter what skill combination you're looking for, we can source technology experts who will exceed your expectations. And we can do it in just 4 to 8 weeks! There's no need to compromise on quality or lower your standards to find the right specialists for your projects. We take an innovative approach to building teams, ensuring they have the technical proficiency and domain expertise needed to drive your success.

With **17+ years of IT staff augmentation experience**, Pwrteams is your partner for top tech talent. Trusted by global leaders like TUI and Sitecore, we build quality cross-border teams that deliver.

800+ Experts in Dedicated Team engagements in 5 countries

300+ Cross-border teams built

4.3% Below market average attrition rate

Need exceptional skills for your next fintech project?

Get in touch, and we'll help you find the right addition to your team.

✉ info@pwrteams.com