

An abstract graphic on the left side of the slide, featuring a complex network of glowing blue lines and hexagonal shapes, resembling a molecular structure or a digital network. The lines and nodes are illuminated with a bright blue light, creating a sense of depth and connectivity against the dark blue background.

TECTIVO

– Case Study

Company Background

EMI - Issuer

- Tectivo recently worked with a Maltese based EMI / Issuing business. They provide a range of services including business accounts and personal e-wallets.
- The business has around 95 employees and has been established since 2016. They have been growing steadily and gradually increasing their product through organic growth and acquisitions.



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Challenges Faced By Client



Our client came to us with the requirement of hiring a Chief Technology Officer.

The company was embarking on bringing the bulk of its technology resource in-house rather than using third parties, as it had done previously.

They were looking for a CTO that could be based in Malta and build out technology teams in Malta and Cyprus.

Our client wanted to find somebody commercial with experience developing strong technology teams and moving businesses to an in-house set-up.

They asked us to map the European market to find CTOs working in similar EMIs, Banks and Fintechs.

Whilst ideally, they did not want to relocate somebody, they wanted to prioritise finding the right person.

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What Did We Do?

- We held a briefing with our client and took a detailed job description, as well as a job profile that we could compare psychometrics to.
- We mapped similar companies in Malta, the UK, France, Germany, Italy, Portugal, Holland and Spain. Identifying candidates that we felt would be a close match to our clients brief.
- Our approach stage involved making headhunt calls to relevant candidates and pitching them this transformational role.
- It was a difficult role to approach for as CTOs are difficult to get hold of and when we did, we had to convince them to relocate.



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- Fortunately for us the depth of our target list and mapping exercise across Europe meant we were able to talk to enough people that we could deliver a strong shortlist of 3.
- Our client carried out first stage interviews remotely, before inviting the final 2 candidates over to Malta for an in-person interview and a conversation with their ownership group.
- The client was torn between both candidates but ultimately decided to hire a candidate with relevant industry experience and who had previously insourced technology for their previous company.
- 6 months on the candidate is happily relocated in Malta with his family and our client are delighted with the impact and cost saving he has made for the business.

The Outcome

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