

An abstract graphic on the left side of the slide, featuring a complex network of glowing blue hexagons and lines, resembling a molecular structure or a digital network. The hexagons are interconnected, with some nodes highlighted by bright blue light. The overall color scheme is dark blue, creating a high-tech, scientific feel.

# TECTIVO

– Case Study



# Company Background

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## Trust Payments

- Tectivo recently worked with a leading Fintech called Trust Payments. The business has over 500 employees and specialises in providing omnichannel payment services.
- The business has grown rapidly over the last few years and had a requirement for a new Chief Financial Officer that could help develop the function and work with the CEO to lead an investment round.



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# Challenges Faced Trust Payments

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They were looking for a new CFO that could help restructure and lead a geographically dispersed finance function.

They business also required a CFO that could help restructure debt and work with the CEO on an investment round.

They engaged with us to hire a CFO that could manage key external stakeholders in the funding process, as well as excelling as part of the Exco leadership team.

They needed someone with demonstrable experience building robust and modern finance functions.

They were open to candidates with experience across a broad range of financial services. As such our initial benchmarking was extensive.

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# What Did We Do?

- We took a comprehensive person specification and then started working on a target list. We found companies of a similar profile and worked out if they had been through funding or debt refinancing in the last 2 years.
- Our target list included more than 200 people and was made up of candidates from similar sized companies in financial services. We mainly identified candidates already working as the number 1 in finance.
- We started our headhunt approach calls, pitching the opportunity to candidates that were not active on the market.



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- Our approach stage was extremely thorough, talking to over 150 people, qualifying them to make sure they had funding experience and had helped automate finance processes in similar organisations.
- The result was a strong shortlist of 4 candidates, each with slightly different experiences. Trust Payments quickly identified two front runners for the role.
- Both candidates met with key stakeholders and went to the final stage. It was a very tough decision to decide who to hire, as the client felt both would be a great fit for the business and role.
- Ultimately Trust Payments made an offer to an experienced CFO with a background in acquiring, they had experience implementing finance automation and could hit the ground running.

# The Outcome

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