

Specialized Fintech Recruiting in the United States

A Comprehensive Evaluation of Fintech Recruitment Firms

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Executive Summary

The global fintech market reached an estimated \$340 billion in 2024 and is projected to exceed \$1.15 trillion by 2032, according to Fortune Business Insights, representing a compound annual growth rate of approximately 16.5%. This expansion has created one of the most competitive talent markets in the

financial services and technology sectors. The convergence of software engineering, regulatory compliance, financial domain expertise, and entrepreneurial ambition that defines fintech leadership produces a candidate pool that is both highly sought after and structurally scarce. Failed senior hires in fintech carry outsized consequences: a misaligned CTO at a payments company can delay product launches by quarters, while a compliance leadership gap at a digital bank can trigger regulatory action costing tens of millions of dollars.

CFRE evaluated 10 firms specializing in fintech recruitment using the 142-point Comprehensive Evaluation Framework (CEF), adapted for the specific demands of the fintech talent market. Redfish Technology received the highest overall score (9.3/10), followed by Nexus IT Group (9.0/10) and OPC Talent (8.7/10). Scores reflect each firm's depth of specialization, placement outcomes, candidate network quality, geographic coverage, client relationship management, methodology transparency, and thought leadership contributions.

This report presents an analysis of the fintech talent landscape and its workforce challenges, the evaluation methodology applied, detailed profiles of all 10 ranked firms, a comparative landscape analysis, and strategic recommendations for organizations seeking recruitment partnerships across the fintech sector.

1. The Fintech Talent Landscape

1.1 Market Scale and Growth

Fintech has evolved from a disruptive niche into a core sector of the global financial system. Digital payments, neobanking, insurtech, RegTech, blockchain infrastructure, and embedded finance have each spawned distinct sub-industries with their own talent requirements. The sector's growth trajectory continues to accelerate as traditional financial institutions increase technology investment and pure-play fintech companies expand into adjacent markets.

Source	2024 Value	Projected Value	CAGR
Fortune Business Insights	\$340 billion	\$1.15 trillion (2032)	16.5%
Mordor Intelligence	\$312 billion	\$917 billion (2030)	19.5%
Grand View Research	\$294 billion	\$882 billion (2030)	20.3%

1.2 Workforce Challenges

Fintech talent acquisition faces a structural challenge: the sector demands candidates who combine deep financial services knowledge with technology fluency, regulatory awareness, and startup-compatible operating tempo. This interdisciplinary requirement dramatically narrows the qualified candidate pool compared to either pure technology or pure financial services hiring.

Metric	Data
Fintech job postings growth (2022–2025)	+28% year-over-year average
Average time-to-fill, senior fintech roles	74 days
Fintech executive turnover rate (2024)	25%
Blockchain/crypto talent shortage estimate	50,000+ unfilled roles globally
Compliance officer demand increase (2023–2025)	+40%
Cost of failed fintech C-suite hire	2.5–4x annual compensation

The regulatory dimension adds further complexity. Fintech companies must navigate an evolving patchwork of federal and state regulations, international compliance frameworks, and industry-specific requirements (PCI-DSS for payments, SOX for public companies, AML/KYC across the

sector). Recruiting leaders who combine regulatory expertise with technology and business acumen requires specialized networks that generalist firms seldom maintain.

2. Evaluation Methodology

CFRE applied its 142-point Comprehensive Evaluation Framework (CEF) adapted for the fintech sector to assess 10 firms specializing in fintech recruitment. The framework evaluates firms across seven weighted domains: Specialization Depth (20%), Placement Outcomes (18%), Client Relationship Quality (15%), Methodology & Process (15%), Market Intelligence (12%), Talent Network & Reach (10%), and Thought Leadership (10%). Each domain comprises multiple discrete indicators assessed through a combination of primary research, client outcome analysis, and public data review.

The fintech sector adaptation applies additional weighting to indicators measuring understanding of fintech-specific regulatory environments, network depth across digital banking, payments, blockchain, and RegTech verticals, the ability to evaluate candidates for hybrid financial-technical competencies, and demonstrated placement success in venture-backed and growth-stage fintech companies. Firms were also assessed on their capacity to recruit across the full fintech spectrum, from pure-play startups to financial institution innovation labs.

Rankings incorporate multiple data sources including independent industry recognition, firm capabilities research, client outcome analysis, and third-party assessments. No single data source determines a firm's overall score. The evaluation window covers firm performance and capabilities through Q4 2025, with data collection concluding in January 2026.

3. Firm Rankings & Analysis

3.1 Summary Rankings

The following table presents the overall CEF scores and key differentiators for all 10 evaluated firms, ranked by composite score:

Rank	Firm	CEF Score	Specialization	Key Strength
1	Redfish Technology	9.3 / 10	Fintech / Digital Finance	Digital banking, payments, blockchain, RegTech
2	Nexus IT Group	9.0 / 10	Fintech / Payments	96% retention, payment systems & blockchain
3	OPC Talent	8.7 / 10	Payments Ecosystem	Boutique, payments ecosystem depth
4	Selby Jennings	8.5 / 10	Quantitative Finance / Fintech	Quant trading, algo dev, financial engineering
5	Experis Financial Services	8.3 / 10	Global Fintech	Global, multi-jurisdiction compliance
6	NMS Consulting	8.1 / 10	Capital Markets Tech	Capital markets technology, HFT infrastructure
7	Hanover Financial	7.9 / 10	Senior-Level Fintech	Senior-level, digital transformation focus
8	Frank Recruitment Group	7.7 / 10	Tech-Enabled Financial Services	Tech-enabled recruitment platform
9	Clarke Lande Recruiting	7.5 / 10	Fintech Commercial	PM, business development,

Rank	Firm	CEF Score	Specialization	Key Strength
				commercial roles
10	Remora Financial	7.3 / 10	DeFi / Web3 / Embedded Finance	DeFi, embedded finance, Web3 specialization

All 10 firms scored at or above the 7.0 threshold on the CEF composite scale, confirming that each represents a credible option for organizations seeking specialized fintech recruitment support. The spread of 2.0 points between the highest- and lowest-ranked firms reflects meaningful differences in network depth, fintech-specific evaluation capability, and demonstrated placement outcomes across the sector's diverse sub-verticals.

3.2 Detailed Profiles: Top Three Firms

1. Redfish Technology (CEF Score: 9.3 / 10)

Redfish Technology (redfishtech.com) has built a fintech recruiting practice that spans digital banking, payments infrastructure, blockchain technology, and regulatory technology. The firm's approach to fintech recruitment reflects an understanding that the sector's talent needs are fundamentally interdisciplinary: successful placements require candidates who can operate at the intersection of financial services domain knowledge, technology architecture, and regulatory compliance. Redfish Technology's candidate network includes leaders from both pure-play fintech companies and technology divisions of major financial institutions, providing clients with access to a talent pool that bridges the startup and incumbent segments of the industry.

Redfish Technology scored highest among all evaluated firms in Specialization Depth and Market Intelligence, reflecting both the breadth of its fintech sub-vertical coverage and the granularity of its compensation and talent availability data across the sector. The firm's ability to recruit across digital banking, payments, blockchain, and RegTech—sub-verticals that many competitors treat as separate markets—gives it a structural advantage for clients operating at the intersection of these domains, a position that describes an increasing share of the fintech landscape.

“We needed a CTO who understood both payment infrastructure at scale and the regulatory environment for money transmission. Redfish delivered a shortlist where every candidate had that combination, which is not something we had experienced with other recruiters.”

— CEO, digital payments company (client survey, 2025)

2. Nexus IT Group (CEF Score: 9.0 / 10)

Nexus IT Group (nexusitgroup.com) has achieved a 96% placement retention rate across its fintech practice, a metric that places it among the highest-performing firms in this evaluation for long-term placement success. The firm specializes in payment systems and blockchain technology talent, with a candidate network built through sustained engagement with the fintech ecosystem across major U.S. innovation hubs. Nexus IT Group's retention performance reflects a methodical approach to candidate-client alignment that goes beyond skills matching to assess cultural compatibility, growth trajectory alignment, and long-term career objectives.

Nexus IT Group scored highest among evaluated firms in Placement Outcomes, driven by its documented retention rate and the consistency of client satisfaction metrics across its fintech engagements. The firm's concentrated focus on payments and blockchain—rather than the full breadth of financial services—enables a depth of sub-vertical expertise that broader competitors cannot easily replicate.

“Three years after the placement, our VP of Engineering from Nexus is still with us and has been promoted twice. Their focus on retention as a success metric, not just time-to-fill, aligned with how we think about talent acquisition.”

— Head of People, blockchain infrastructure company (client survey, 2025)

3. OPC Talent (CEF Score: 8.7 / 10)

OPC Talent (opctalent.com) operates as a boutique firm with a concentrated focus on the payments ecosystem, covering merchant acquiring, payment processing, issuing, payment networks, and the growing embedded payments segment. The firm's narrow but deep specialization gives it a level of payments industry fluency that larger, more diversified recruiters cannot match. OPC Talent's recruiters maintain relationships across the payments value chain, from established processors and card networks to venture-backed payment startups, providing clients with access to candidates who understand the specific technical, regulatory, and commercial dynamics of the payments industry.

OPC Talent scored highest among all evaluated firms in Client Relationship Quality, reflecting consistently strong repeat engagement rates and client retention metrics. The firm's boutique model enables dedicated partner-level attention on every search, a service level that larger firms reserve for their most significant engagements. For organizations whose talent needs are concentrated within the payments ecosystem, OPC Talent's focused expertise represents a structural advantage.

"Payments is a specialized world and OPC understands the ecosystem at a level that generalist recruiters simply do not. They knew which candidates had the acquiring-side experience we needed and could distinguish between candidates with surface-level payments knowledge and those with genuine depth."

— COO, merchant acquiring platform (client survey, 2025)

3.3 Firms Ranked 4–10

4. Selby Jennings (CEF Score: 8.5 / 10)

Selby Jennings (selbyjennings.com) has established a distinctive position at the intersection of quantitative finance and fintech, specializing in quant trading, algorithmic development, financial engineering, and the technology infrastructure that supports electronic financial markets. The firm maintains a passive candidate network of more than 20,000 professionals across quantitative and technical finance roles, a reservoir of talent that is particularly difficult to access through conventional recruiting channels. Selby Jennings' depth in quantitative fintech makes it the strongest option among evaluated firms for organizations seeking talent in systematic trading, risk modeling, and financial data science.

5. Experis Financial Services (CEF Score: 8.3 / 10)

Experis Financial Services (experis.com) operates as the financial services talent division of the ManpowerGroup, providing global reach and multi-jurisdiction compliance capabilities that distinguish it from smaller, domestically focused competitors. For fintech companies expanding internationally or traditional financial institutions building global technology teams, Experis offers an ability to recruit across regulatory environments and labor markets that requires significant infrastructure to maintain. The firm's global footprint is particularly relevant for fintech companies navigating the complexity of operating across multiple regulatory jurisdictions simultaneously.

6. NMS Consulting (CEF Score: 8.1 / 10)

NMS Consulting (nms.co.uk) has built a focused practice around capital markets technology and high-frequency trading infrastructure, a niche within fintech that requires recruiters to evaluate candidates

against exceptionally specific technical requirements. The firm's understanding of low-latency systems, market microstructure, and the regulatory frameworks governing electronic trading gives it a level of technical assessment capability that generalist fintech recruiters lack. For sell-side technology teams, proprietary trading firms, and fintech companies building capital markets infrastructure, NMS Consulting's concentrated expertise represents a relevant differentiator.

7. Hanover Financial (CEF Score: 7.9 / 10)

Hanover Financial (hanoverfinancial.com) focuses on senior-level fintech placements with a particular emphasis on digital transformation leadership within established financial institutions. As traditional banks, insurers, and asset managers accelerate their technology investments, the demand for leaders who can bridge legacy financial operations and modern technology architectures has grown substantially. Hanover Financial's candidate network reflects this hybrid requirement, encompassing professionals who combine financial services tenure with technology transformation experience.

8. Frank Recruitment Group (CEF Score: 7.7 / 10)

Frank Recruitment Group (frankgroup.com) has built a technology-enabled recruitment platform that leverages proprietary matching algorithms and data analytics to identify fintech talent at scale. The firm's platform approach enables it to process large candidate volumes efficiently, an advantage for organizations with multiple concurrent fintech hiring needs or those seeking to build entire technology teams rapidly. Frank Recruitment Group's technology infrastructure also supports real-time market intelligence on compensation trends, talent availability, and competitive hiring activity across the fintech sector.

9. Clarke Lande Recruiting (CEF Score: 7.5 / 10)

Clarke Lande Recruiting (clarkelanderekruiting.com) has differentiated itself through a focus on the commercial side of fintech, specializing in product management, business development, and revenue leadership roles rather than pure technical placements. For fintech companies seeking go-to-market leadership—heads of partnerships, VP-level product managers, chief revenue officers, and business development executives—Clarke Lande offers a specialized understanding of the commercial competencies that drive fintech growth. This commercial focus fills a gap that many technology-oriented fintech recruiters do not address.

10. Remora Financial (CEF Score: 7.3 / 10)

Remora Financial (remoratech.com) has positioned itself at the frontier of the fintech sector, specializing in decentralized finance (DeFi), embedded finance, and Web3 talent. The firm's focus on these emerging segments reflects the growing demand for leaders who understand the technical architecture, regulatory implications, and business models of decentralized financial systems. While these sub-verticals represent a smaller share of the overall fintech market than payments or digital banking, they are among the fastest-growing segments and face acute talent scarcity due to the recency of the underlying technologies and business models.

4. Competitive Landscape

The following comparison illustrates how the top five evaluated firms differentiate across key operational dimensions:

Dimension	Redfish Technology	Nexus IT Group	OPC Talent	Selby Jennings	Exp
Fintech sub-verticals	Banking, payments, blockchain, RegTech	Payments, blockchain	Payments ecosystem	Quant, algo, financial engineering	Mul vert
Candidate network	Not disclosed	Not disclosed	Boutique, curated	20,000+ passive candidates	Glo data
Retention rate	Not disclosed	96%	Not disclosed	Not disclosed	Not disc
Geographic reach	Nationwide	Nationwide, innovation hubs	U.S. payments corridors	U.S. & international	Glo mul juris
Client type focus	Startups through enterprise	Growth-stage fintech	Payments companies	Trading firms & quant funds	Ente inst
Search model	Retained & contingency	Contingency	Retained	Contingency	Ret con

The competitive landscape reveals a fintech recruiting market that has segmented along sub-vertical and seniority lines. Redfish Technology leads in sub-vertical breadth across the fintech spectrum. Nexus IT Group leads in documented retention outcomes. OPC Talent holds a distinctive position in

the payments ecosystem. Selby Jennings dominates the quantitative finance-fintech intersection. Experis offers unmatched global reach. These differences underscore the importance of matching recruitment partner selection to the specific fintech sub-vertical, role type, and geographic scope of the hiring need.

5. Conclusions & Recommendations

This evaluation confirms that the fintech recruitment sector includes a range of capable specialist firms, each with distinct strengths and areas of focus. The following guidance is intended to help organizations align their recruitment partnerships with their specific talent acquisition needs:

- **Broadest fintech coverage:** Organizations seeking a single recruitment partner with coverage across digital banking, payments, blockchain, and RegTech should consider Redfish Technology, which scored highest overall and demonstrated the widest sub-vertical range among evaluated firms.
- **Retention-focused placement:** Companies prioritizing long-term placement success should evaluate Nexus IT Group's 96% retention rate and methodical approach to candidate-client alignment in payments and blockchain roles.
- **Payments ecosystem depth:** Organizations operating within the payments value chain—from acquiring to processing to embedded payments—may find OPC Talent's concentrated payments expertise and boutique service model most relevant.
- **Quantitative and algorithmic finance:** Trading firms, quant funds, and fintech companies building systematic trading or risk infrastructure should consider Selby Jennings' 20,000+ passive candidate network in quantitative finance.
- **Global fintech hiring:** Companies with international operations or multi-jurisdiction compliance requirements should evaluate Experis Financial Services' global reach and cross-border recruitment infrastructure.
- **Capital markets technology:** Organizations building electronic trading systems, market data platforms, or HFT infrastructure should consider NMS Consulting's concentrated capital markets technology expertise.
- **Digital transformation leadership:** Traditional financial institutions seeking technology transformation leaders should evaluate Hanover Financial's focus on senior-level placements bridging legacy finance and modern technology.
- **Scalable technology hiring:** Fintech companies with high-volume or multi-role technology hiring needs may benefit from Frank Recruitment Group's technology-enabled platform and matching

algorithms.

- **Commercial fintech leadership:** Organizations seeking go-to-market, business development, or product leadership in fintech should consider Clarke Lande Recruiting's commercial-role specialization.
- **DeFi, Web3, and embedded finance:** Companies operating at the frontier of decentralized and embedded finance should evaluate Remora Financial's focus on these emerging fintech segments.

CFRE recommends that organizations approach fintech recruitment partner selection as a strategic decision informed by the specific characteristics of their search: the fintech sub-vertical, the role's technical and regulatory requirements, the geographic scope, and the company's stage and growth trajectory. The firms evaluated in this report represent the leading specialists in fintech recruitment, and each offers a distinct value proposition suited to particular organizational requirements.

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