

Client:



Sector: Financial Services,
Professional Services, Technology

Supporting One of the UK's Fastest-Growing Fintech Consultancies to Secure Specialist Finance Talent

**Stephenson
Stappard.**



The Challenge

Neptune North is a fast-growing software consultancy serving the financial services sector. Founded as a joint venture between Oliver Wyman and Rokos Capital, it was created to build a world-class technology and professional services hub in the North East while supporting the ambitions of its parent organisations.

In a few years, the firm scaled from start-up to an international operation of around 150 people across the UK, Europe, North America and New Zealand. Continued expansion relied on attracting exceptional talent across specialist disciplines.

For this assignment, Neptune North needed to hire a Fund Control professional responsible for financial reporting, regulatory compliance and the accurate delivery of critical financial information. The role required more than technical accounting expertise; candidates needed exceptional analytical ability, strong academic credentials and the confidence to operate in a demanding financial-services environment.

Neptune North applied rigorous selection criteria, including strict educational requirements, aptitude testing and multiple interview stages. The challenge was intensified by a non-exclusive recruitment model involving several partners. Success depended on identifying outstanding candidates, presenting the opportunity effectively and prioritising quality over volume.

Our Approach

Understanding the client's ambitions was as important as the technical demands of the role. Neptune North's recruitment approach mirrors its wider philosophy: attract exceptional people, uphold high standards and build long-term capability. Rather than treating the assignment as a volume exercise, we focused on identifying individuals whose expertise and aspirations aligned with the organisation's culture and direction.

Drawing on established networks and deep knowledge of specialist finance roles, we assessed candidates experienced in complex reporting environments, particularly those able to transfer their skills into a fast-growing financial services business. Our strength in identifying transferable skills proved especially valuable. Instead of limiting the search to identical job titles, we looked beyond labels to understand each candidate's technical capability, commercial awareness and reporting experience — ensuring the organisation could appoint someone equipped to contribute immediately and grow with the business.

The Outcome

Following discussions about their career aspirations, we identified a highly experienced finance professional whose background in private equity reporting provided an excellent foundation for the role.

Although his most recent position sat within a different environment, his technical expertise, analytical capability and experience managing complex financial reporting requirements closely matched Neptune North's needs.

Rather than presenting multiple speculative candidates, we introduced one carefully selected individual who successfully progressed through the company's demanding recruitment process and secured the appointment.

Since joining Neptune North, the candidate has established himself within the finance team, taken on increased responsibility and is now helping to support the continued growth of the function.

Key Results

Challenge: Recruit a specialist finance professional for a rapidly expanding fintech consultancy operating within the financial services sector.

Approach: Relationship-led search, assessment of transferable technical expertise and targeted candidate identification within a competitive recruitment environment.

Outcome: One carefully selected candidate introduced, successfully appointed and now playing an important role within the growing finance function.

Added Value: Demonstrated the ability to identify exceptional talent through technical understanding, professional networks and insight into transferable skills, while competing successfully alongside multiple recruitment firms.



Why This Matters

Specialist recruitment is rarely about matching job titles.

It requires a detailed understanding of transferable skills, the confidence to challenge conventional assumptions and the ability to recognise potential where others may only see differences.

This assignment demonstrates how thoughtful, relationship-driven recruitment can deliver exceptional outcomes, even in highly competitive markets where multiple agencies are working on the same brief.

By combining technical market knowledge with a consultative approach to candidate assessment, Stephenson Stappard helped one of the UK's fastest-growing financial technology businesses secure a key appointment that supports its continued expansion.

