TECH STAFFING CASE STUDY

*A comprehensive analysis of Andiamo's
technology recruiting success with Goldman Sachs.*

Staffing Success Story

ANDIAMO & Goldman Sachs

Andiamo is the Top Rated Staffing Partner of Goldman Sachs and has been a Platinum Vendor since 2005, placing over 200 of the technology industry's top candidates. Through a strategic partnership, Andiamo has filled both permanent and consulting roles within Goldman Sachs' most competitive teams (including: GSAM, FICC and Investment Banking) in New York City, London, Jersey City, Dallas and Salt Lake City.

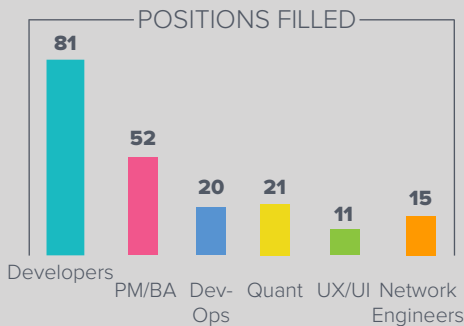| **HEADQUARTERS**	**SPECIALTIES**	**COMPANY SIZE**
New York, NY	Asset Management, Investment Banking	34,600 ▲

GOLDMAN SACHS' HIRING NEEDS

Levels: Associate, Vice President, Managing Director

Positions: Software Engineer, SDM, Quant, Info. Sec., Trade Support, Network Engineer, UX/UI Developer, DevOps

Divisions: GSAM, FICC, Investment Banking, Trading Shared Services, Operations Technology, Equities, Prime Brokerage (GSS)

OUR DELIVERY

POSITIONS FILLED

- Developers: 81
- PM/BA: 52
- DevOps: 20
- Quant: 21
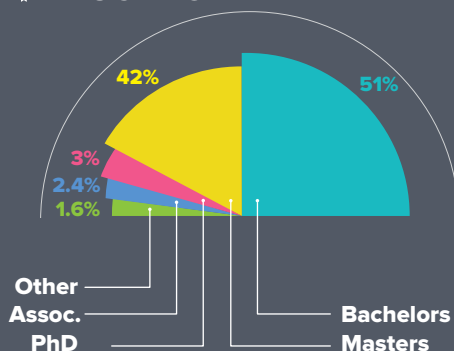- UX/UI: 11
- Network Engineers: 15

Andiamo organizes and manages Goldman Sachs Technology Hiring Events to help specific groups with large headcounts to hire efficiently and effectively. The Hiring Events have also helped company-wide initiatives such as Women in Technology to hire this historically under-represented population. Andiamo's partnership allows us to screen and vet candidates, providing 10-15 top technologists per event for a full day of interviews with the team. On average, the events result in a 40% interview to offer ratio. The time saved for both hiring managers and candidates results in a better experience without sacrificing quality. For more information and testimonials, please visit: http://www.andiamogo.com/goldman-staffing
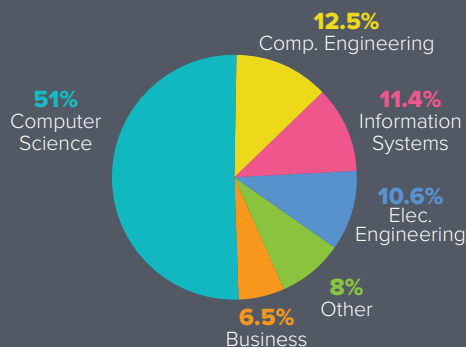
DEVELOPERS PLACED

The data below represents the profiles of developers that Andiamo placed with Goldman Sachs.

🔍 **AVERAGE YEARS OF EXPERIENCE:** 15.8

EDUCATION

- 51% Bachelors
- 42% Masters
- 3%
- 2.4%
- 1.6%
- Other
- Assoc.
- PhD

📖 FIELD OF STUDY

- 51% Computer Science
- 12.5% Comp. Engineering
- 11.4% Information Systems
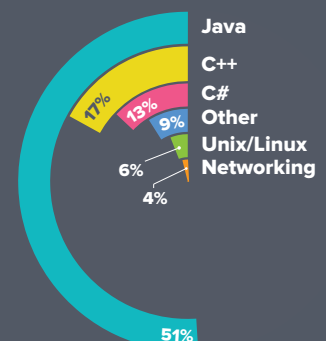- 10.6% Elec. Engineering
- 8% Other
- 6.5% Business

🏢 PREVIOUS EMPLOYERS

- Barclays
- Bank of America
- Morgan Stanley
- UBS
- Citi

🎓 SCHOOLS ATTENDED

- University of Pennsylvania
- Columbia University
- Johns Hopkins University
- New York University (NYU)
- Rutgers University

☰ TECH SKILLSET

- Java 51%
- C++ 17%
- C# 13%
- Other 9%
- Unix/Linux 6%
- Networking 4%

RECENT PLACEMENTS

Senior Application Developer
Fixed Income Currency & Commondities

Past	eBay, Senior Software Engineer
Education	University of Pennsylvania
Degree	MS, Computer Science
Previous Work	Architected and developed a mission-critical transaction processing system which handles over 5,000,000 requests per hour and 300,000 new orders per day

Managing Director
Enterprise Platforms

Past	S&P, Senior Director
Education	Fordham University
Degree	MS, Information Technology
Previous Work	Managed $8M Data Feed Project that consolidated US Residential Mortgage Backed Security (RMBS) data, Property Value and Consumer Data, Managed the delivery of 10+ proprietary application frameworks

Quantitative Developer
Credit Risk Systems Technolgy

Past	UBS, Quantitative Analyst
Education	Columbia University
Degree	PhD, Physics
Previous Work	Developed C++ kdb wrapper /quant library to calculate volatility/gamma position lean based on factor model. Made improvements to smooth the transition between mode switch, and decouple risks from different expiry

Senior Software Engineer
Derivatives Trading

Past	BCG Partners, Front Office Developer
Education	University of Cinncinati
Degree	MS, Computer Engineering
Previous Work	Developing new pricing/trading screens and applications fitting into present architecture and framework, Developed kdb/q database/script/ dashboard to analyze the daily trading/position pnl by risk factors

VP, Software Architecture
GSAM Fixed Income

Past	Citi, Senior Architect
Education	Rutgers University
Degree	MS, Managment Information Systems
Previous Work	Designed and leading the development of a map reduce based,highly distributed middleware framework to serve as the foundation for these high volume transaction applications

Senior Software Engineer
Sales and Trading Technology

Past	Deutsche Bank
Education	University of Michigan
Degree	MS, Computer Science
Previous Work	Led and developed the highly successful Equity Financial Analysis program, Managed team of developers create and develop internal systems and customer facing equities applications

Senior Software Engineer
Front Office Equity Trading

Past	Credit Suisse, VP of Application Development
Education	Columbia University
Degree	MS, Computer Science
Previous Work	Designed and developed an auditing application to automate quantitative models inventory reports generation for all relevant Front Office risk systems

Senior Software Engineer
Equity Derivatives

Past	JPMorgan
Education	Duke University
Degree	MS, Engineering
Previous Work	Developed a real-time electronic trade feed hander processing OTC interest rate swap deals, Developed an integrated application for managing and monitoring of real-time trading portfolios, P&L and risk metrics

Senior Application Developer
Prime Brokerage Trading Technology

Past	Morgan Stanley, Technology Associate
Education	Columbia University
Degree	MS, Computer Science
Previous Work	Managed Futures application deals with trading of listed derivatives products, Developed of high frequency option market-making trading system

Senior Software Engineer
Prime Brokerage Trading Technology

Past	Bank of America, Senior Software Developer
Education	Penn State University
Degree	MS, Information Technology
Previous Work	Developed of a Java/GWT-driven Web-based GUI to automate definition and modification of risk exposure calculation rules, to replace the existing manual process

Lead Developer
OTC Sales

Past	JPMorgan, Senior Developer
Education	Carnegie Mellon University
Degree	BS, Computer Science
Previous Work	Lead developer/architect for Sales Services Technology, Managed, led, and developed projects creating applications, tools, and frameworks for building service-oriented systems

Senior Developer
Front-Office Prop Trading

Past	Barclays, Senior Developer
Education	Rutgers University
Degree	BS, Computer Science
Previous Work	Developed real-time framework used to calculate prices on fixed income products. The framework delivered official firm prices for quoting in the inter-dealer market and was used for development of financial calculators