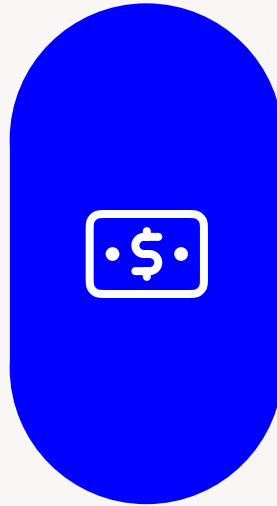




The Global Hiring Guide for **Financial Services**



Why you need this guide

Picture this: Your board just mandated AI-powered fraud detection across 15 markets by the end of the quarter. That critical regulatory filing in Frankfurt is stalled because you can't find anyone with MiFID II expertise in your home market. Your competitors are launching products at lightning speed with global teams while you're still trying to staff locally.

If any of this sounds familiar, you're not alone. Financial services leaders everywhere are hitting the same wall: Digital transformation demands are evolving faster than local talent markets can keep up. As financial services firms face unprecedented regulatory complexity and talent scarcity, global hiring has become an essential strategy. The talent you need may not be in your home country. But that doesn't have to slow your growth.

This guide explores:

- Three challenges for financial services companies
- Three benefits of global hiring
- Your step-by-step global hiring roadmap
- Real-world success story



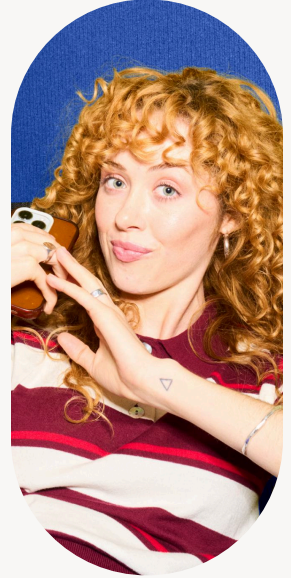


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Chapter 1:

- Three growth challenges for financial services



Challenge #1

Traditional skills vs. fintech needs

The financial services industry is at a crossroads. The sector is caught between its traditional, risk-averse, and tightly regulated roots and the fast-paced world of fintech.

One of the biggest hurdles impacting the industry today is a growing talent shortage. A recent survey from accounting and finance talent outsourcing firm Personiv found that [nine in 10 finance leaders \(87%\)](#) acknowledged a shortage exists, a sharp rise from 63% in 2020. But hiring more people isn't the answer. The real challenge lies in finding professionals with the right skill set.

Traditional finance experts know regulations inside and out, but don't typically have strong tech skills. Tech experts, on the other hand, can create innovative systems but often lack an understanding of financial regulations and the responsibility that comes with managing people's savings.

Today's digital transformation demands professionals who can bridge this divide with both financial expertise and cutting-edge tech skills. The question isn't whether these professionals exist. It's whether you know where to find them.



Challenge #2

Navigating the regulatory labyrinth

Financial services operate in one of the most complex regulatory environments – and it's getting worse. In 2022 alone, there were [61,228 regulatory events](#) globally. That's 168 regulatory changes every single day.

The financial cost of compliance is just as steep. The total cost of financial crime compliance has reached [USD 61B in the U.S. and Canada](#), with costs increasing for 99% of financial institutions.

Expertise gaps make the situation even harder. Your biggest expansion opportunity may be in Singapore, but Monetary Authority of Singapore (MAS) regulations are completely different from the requirements in your home country. Compliance won't pause for your team's learning curve. It requires around-the-clock, specialized knowledge that many firms don't have.

When regulations change faster than you can train experts, the problem isn't just staffing delays. It's an operational crisis. Without quicker solutions, financial institutions risk falling behind.



Challenge #3

The specialized fintech skills shortage is limiting transformation

Blockchain capabilities, AI expertise, and advanced cybersecurity skills have become table stakes for staying competitive.

Since 2024, the global cyber skills gap has [increased 8%](#). Two out of three organizations report moderate to critical skills gaps. Only 14% of organizations are confident they have the people and skills they need to succeed today.

While you invest time training staff on emerging frameworks, competitors are already hiring skilled experts from global talent pools. You're not just losing people. You're losing speed while they accelerate ahead.

Chapter 2:

Three strategic benefits of global hiring



Benefit #1

Get the talent you need in markets your competitors ignore

While firms like Goldman Sachs fight over a USD 400,000 AI engineer in Manhattan, you could be hiring three world-class specialists for the same cost in emerging talent hubs like Estonia, Vietnam, or Kazakhstan:

- **Estonia** isn't just another Baltic country. It's where Wise built their compliance team and accessed regulatory expertise at a fraction of London costs.
- **Vietnam** doubled its fintech companies in four years while the government prioritized digital banking transformation.
- **Kazakhstan's** banking sector achieved exceptional returns while operating under English common law through the Astana International Financial Centre.

Role type	Traditional talent hubs	Emerging talent hubs	Cost savings
Senior tech roles	USD 300,000+	USD 60,000–90,000	70%+ annually
Compliance specialists	USD 150,000+	USD 45,000–70,000	53%+ annually
Risk analysts	USD 120,000+	USD 40,000–60,000	50%+ annually

Benefit #2

Turn time zones into your secret weapon

In the 2025 Salary Guide, [81% of professionals](#) in the finance and insurance sector said having the flexibility to work where and when they want is a major factor in their decision to accept a job offer. Firms have realized something profound: Geography is irrelevant, but time zones can be powerful.

While your New York risk team sleeps, your Singapore analysts monitor Asian markets. As Singapore wraps up, your London team picks up fraud detection. When London closes, your Toronto AI specialists continue development. By the time New York opens, three continents have already identified and addressed threats.

The forced experiment during the pandemic worked. Now it's a permanent advantage. The proof? 69% of financial services executives confirmed their remote teams were as productive or more productive than before.

Benefit #3

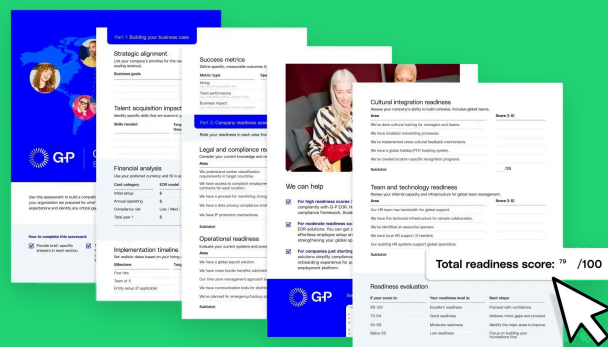
Stay ahead in the race for transformation

The regtech market is set to grow from USD 15.8B to USD 82.77B by 2032. But [70% of leaders](#) say skills gaps negatively affect business performance. Traditional talent pools can't keep up with industry transformation needs.

Instead of fighting impossible battles for scarce local talent, global leaders are building distributed teams. A regtech specialist in Warsaw pairs with an AI engineer in Tallinn and an environmental, social, and governance (ESG) analyst in Vietnam. Together, they cost less than one senior hire in San Francisco, work across multiple time zones, and bring regulatory expertise from different jurisdictions.

Organizations using global strategies can access specialized skills that don't exist in their home markets. While competitors extend hiring timelines and inflate budgets, global teams are shipping solutions.

Use the [global hiring readiness scorecard](#) to identify critical gaps in your strategy



Chapter 3:

• Your step-by-step global hiring roadmap



Most companies' global hiring downfall is trying to do too much too fast. They jump straight into complex client-facing roles and wonder why they're dealing with compliance headaches.

Smart leaders start small, prove the model works, then scale up systematically.



Step 1

Start with back-office roles

Begin where risk is lowest and impact is immediate. Hire risk analysts to build models, cybersecurity experts to protect systems, and data scientists to develop fraud detection algorithms. These roles have clear outputs and can be managed remotely without regulatory nightmares.

There's a massive shortage of cybersecurity talent: [2.8M unfilled positions](#) globally, and financial services are hit the hardest. Back-office roles let you tap into this scarce talent immediately while building confidence in your global processes.

Step 2

Add specialized regulatory and technology roles

Once you've proven the model works, expand to compliance specialists, ESG analysts, and junior relationship managers. These roles require cultural training but offer immediate access to expertise that's extremely difficult to find locally.

This is where regulatory expertise becomes critical. Your global team needs training on how different jurisdictions work and cultural nuances. A compliance approach that works in New York might violate regulations in Singapore.

Step 3

Build an integrated global team

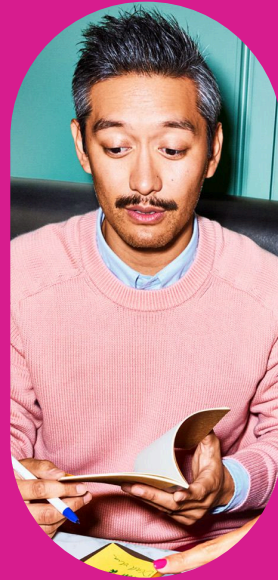
The final step is treating your global talent like core financial services professionals, not outsourced support. Senior relationship managers, regional compliance officers, and technology leaders should all work as one integrated organization.

This requires discipline: Everyone follows the same risk protocols, compliance procedures, and client service standards. Your regulator should never question whether your global team maintains the same standards as your domestic operations.



Chapter 4:

Real-world success story



Feedzai

From startup to global fraud prevention leader across 9 markets

When Feedzai launched as a fraud prevention company, they needed to hire specialized regional sales professionals and account managers across nine markets: Brazil, Mexico, the Philippines, Spain, Israel, and others. Without legal entities and facing complex financial services regulations, they partnered with G-P to make it happen fast.

The transformation was instant. Eduardo Andrade, Sr. Director of Talent Management, explains: "When we needed help with hiring outside our legal entities, G-P and ADP provided solutions for EOR and global payroll. This has supported our global growth and hiring efforts."

G-P global employment expertise enabled Feedzai to hire and onboard 40 professionals across nine countries, providing the regional expertise needed to navigate diverse financial markets and regulatory requirements.

"When we started to look into different countries, we decided that it would be a much smoother process if we had a partner to make the onboarding of global talent easier and have local experts to help us with onboarding, benefits, and understanding how to engage with our professionals on the ground," says Catia Baptista, People Business Partner.

The results included rapid market entry and successful regulatory navigation across all regions. "If tomorrow we want to hire a key account manager in Peru, even though there's a lot of paperwork and legal stuff that needs to be taken into consideration, G-P is very fast in onboarding this person as soon as possible," noted Ana Tavares, Director of Talent Acquisition.




"The future is bright," says Andrade. "We aim to double the size of our workforce in the next five years, and it will only be possible if we partner with G-P to accelerate that growth."


[Read the full story.](#)




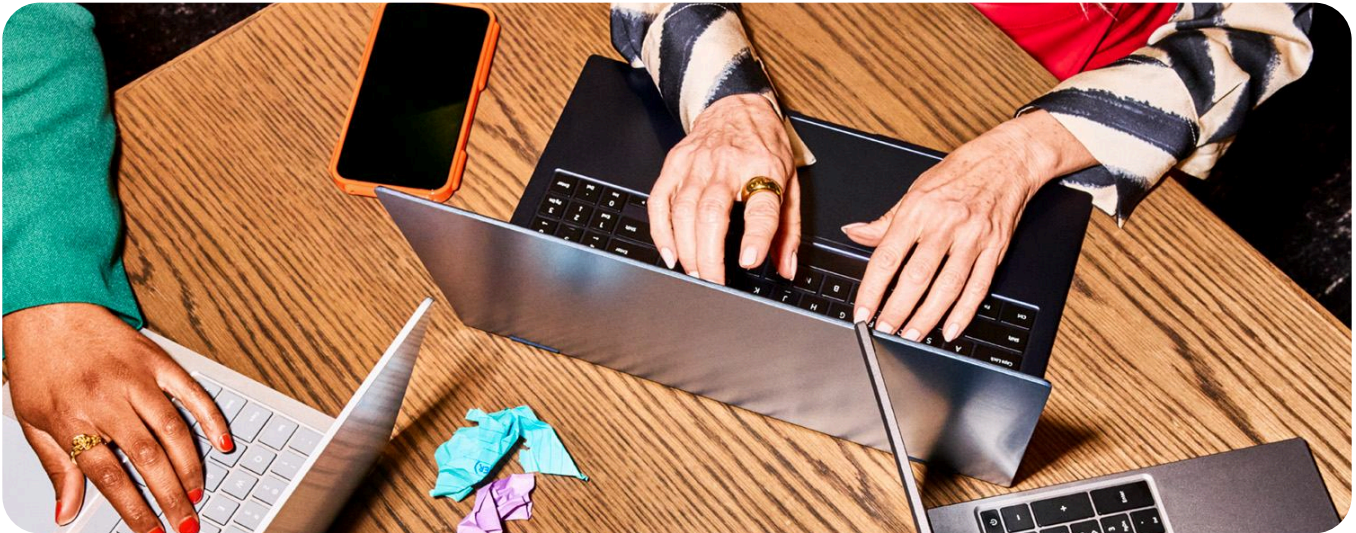
Transform your financial services company

A successful global hiring strategy is built on the combined efforts of HR, finance, and legal teams working together. From recruitment frameworks to financial planning and compliance guidance, these resources will help you build a complete and effective hiring strategy.

 **If you're an HR leader:** Download the [HR Leader's Global Hiring Toolkit](#) for business case templates, hiring model comparisons, and step-by-step implementation guidance. Get frameworks for international recruitment and compliance.

 **If you're a finance executive:** Download the [Finance Leader's Global Hiring Guide](#) for cost analysis and implementation timelines. Build accurate budgets and manage financial risk.

 **If you're a legal/compliance professional:** Download the [Legal Leader's Global Hiring Guide](#) for risk assessment frameworks and regulatory guidance. Navigate compliance and minimize legal risk.



Think global. Win local.

[Book a demo](#)

See how G-P™ global employment products and EOR solutions simplify every aspect of global employment.

Get personalized guidance for your specific hiring needs.