



Welcome to our fifth Snapshot. In this offering we will take a look at :

### **"Great Expectations"**

#### **Bright Future for Fintech (Payments) Recruitment**

### **"From the Front Line"**

#### **The Tools In-House Recruiters Are Using – and Why External Partnerships Still Matter**

### **"Just for You"**

#### **Introducing: Peer to Peer – Real Conversations from Inside the Market**

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### **Great Expectations**

#### **Mansion House Reforms Signal Bright Future for Fintech (Payments) Recruitment**

From my vantage point in the recruitment space, particularly within fintech and payments, Rachel Reeves' recent Mansion House speech represents the most meaningful shift we've seen in years. After a prolonged period of uncertainty, the UK's fintech sector—especially around payments innovation—finally has a renewed sense of direction. For businesses, this means scaling and investment. For talent, it means opportunity. And for those of us in recruitment, it signals a fast-changing landscape where strategic hiring will be central to capturing growth.

One of the most impactful announcements was the government's decision to make variable recurring payments (VRPs) a cornerstone of its new "national payments vision." This marks a real turning point. For two years, VRPs—often seen as the next evolution in open banking—have been caught in limbo, with regulatory ambiguity stalling innovation. The idea behind VRPs is powerful: enabling consumers to authorise automatic payments that are flexible in amount and frequency, offering far more control than traditional direct debits.

Now, with the FCA taking the lead role in overseeing VRP delivery and the Payment Systems Regulator (PSR) being phased out, the message is clear—this is no longer a concept, it's a commercial reality. From a recruitment perspective, this will have immediate and long-term implications.

Already, we've seen 31 companies—ranging from big banks to challenger fintechs—commit to jointly funding the next stage of VRP development. That's not just a signal of collaboration; it's a hiring trigger. Businesses will need to build out teams capable of delivering on this vision. We're talking about backend engineers with experience in API development, product managers who understand open banking, compliance professionals with FCA exposure, and UX specialists who can craft seamless payment experiences.

Importantly, Rachel Reeves also reminded the FCA of its secondary objective: promoting economic growth. That's critical. In recent years, many fintechs have struggled to scale due to regulatory friction. A more commercially-minded regulator can unlock the kind of growth we saw pre-2020, which means companies will be more confident in investing in people.

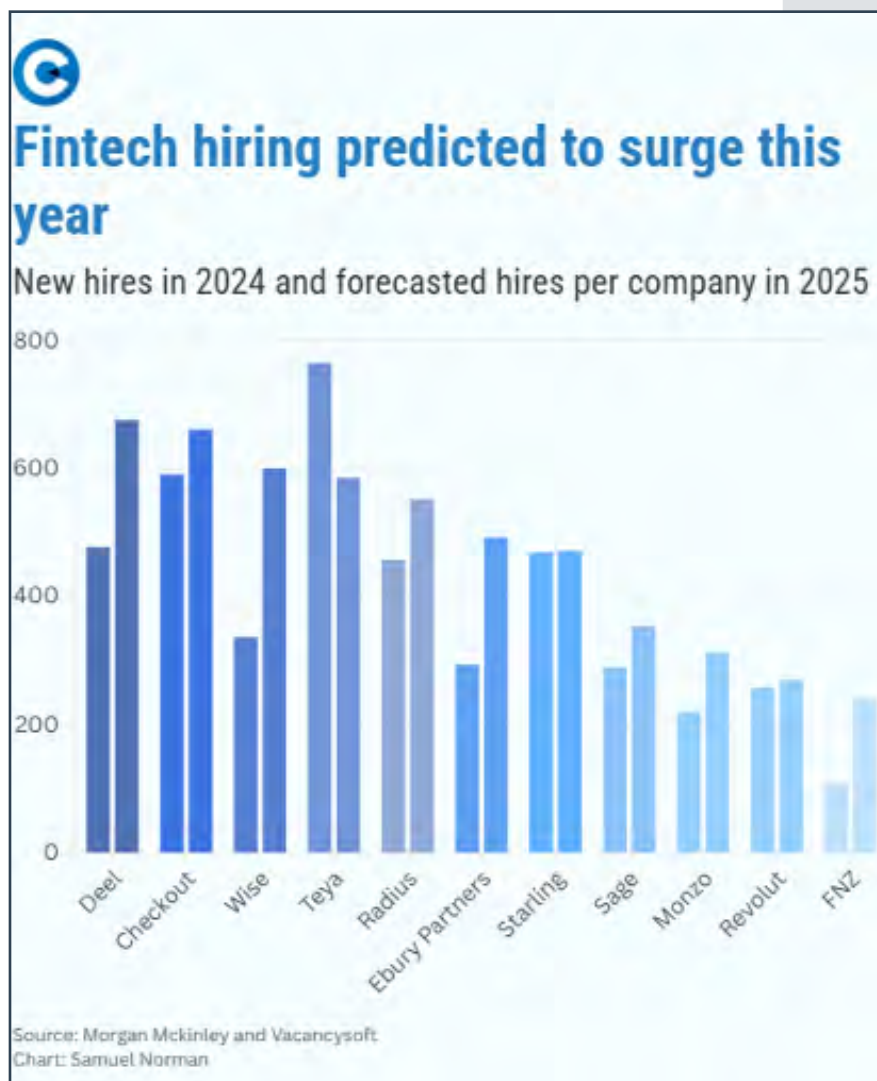
As a search consultant, I anticipate a notable rise in demand for specialist hires across payments infrastructure, regtech, and digital banking platforms. Companies are already approaching us to start building pipelines for talent that understands both innovation and compliance—a niche, but growing, segment of the market.

There's also an expected uptick in demand for contractors and interim executives, particularly those with experience in launching payment platforms or navigating FCA authorisation processes. Fintechs will be racing to stay ahead, and the ability to bring in seasoned professionals on short notice will be a competitive advantage.

For jobseekers, this is an excellent time to reassess your trajectory. If you have experience in open banking, embedded finance, or transaction processing, the market is warming up again—and fast. And for younger professionals or career changers, the focus on VRPs offers a great opportunity to specialise in a growing niche that's still early in its development cycle.

Finally, it's worth noting that these changes could reignite London's global fintech appeal. The regulatory simplification, combined with active government support, sends a strong message to international investors and talent: the UK is serious about being a leader in financial innovation once again.

In recruitment, we often talk about alignment—between policy, industry, and talent. For the first time in a while, all three seem to be moving in sync. If Reeves' Mansion House speech is any indication, we're about to enter a dynamic new chapter for fintech payments. And for those of us helping businesses find the right people, that's very good news.



## From the Front Line

### The Tools In-House Recruiters Are Using — and Why External Partnerships Still Matter

Over the past few years, recruitment technology (RecTech) has advanced at speed. In-house talent teams now have access to powerful platforms that streamline hiring, automate admin, and create a smoother candidate journey.

As an external recruiter, I've had the privilege of working alongside a range of these internal teams — from nimble startups to multi-office employers — and I've seen first-hand how the right tech can make a real difference. But I've also seen where tech meets its limit... and where specialist, external input still adds exceptional value.

So, for any in-house recruiter or hiring manager looking to refine their toolkit, here are ten RecTech platforms worth being aware of:

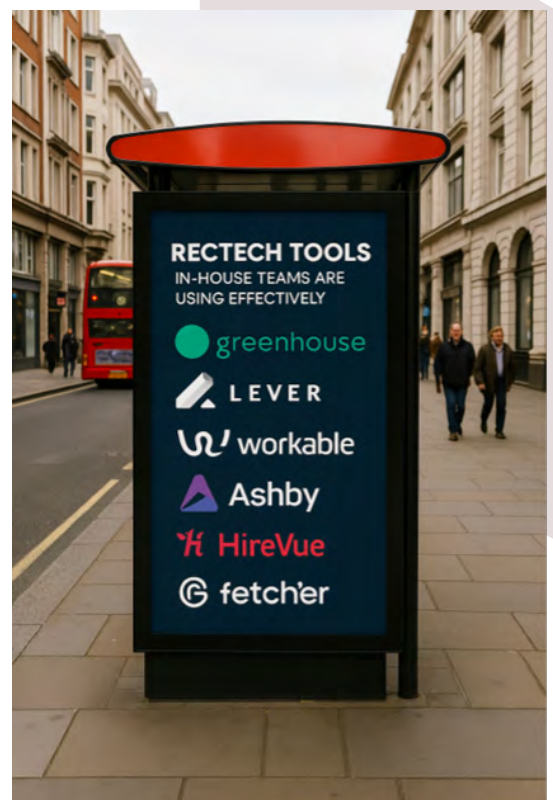
### 10 RecTech Tools In-House Teams Are Using Effectively

1. Greenhouse — Ideal for creating structured hiring processes with interview kits, scorecards, and DEI features.
2. Lever — Combines ATS and CRM so internal teams can nurture passive talent pools.
3. Workable — Great for growing firms needing intuitive job posting, video screening, and quick collaboration.
4. Ashby — A favourite for startups: sleek design, strong analytics, and unified dashboards.
5. SmartRecruiters — Scales well for multi-region hiring with strong compliance and approvals.
6. HireVue — Uses video interviewing and AI scoring to screen efficiently and fairly.
7. Metaview — Records and analyses interviews to free up time and improve feedback quality.
8. Fetcher — Automates passive candidate sourcing with a human-reviewed touch.
9. Eightfold.ai — Offers deep talent mapping and internal mobility insights with smart AI.
10. Calendly (integrated) — Eases interview scheduling headaches by syncing with managers' calendars.

### Where External Recruiters Fit In

While in-house systems offer control, speed, and data — there's still a critical space for trusted external partners:

- Market Reach: We often engage with talent that isn't on the radar of inbound systems or internal sourcing.
- Benchmarking & Insights: We bring comparative intelligence across salary, availability, and competitor hiring trends.
- Strategic Hiring: When the stakes are high — senior hires, confidential replacements, niche skills — the margin for error is small. That's where external expertise is invaluable.



## Just for You

### Introducing: Peer to Peer – Real Conversations from Inside the Market

At a time when headlines can feel impersonal and trend reports often miss the nuance, we're choosing to do something a little different here at James Monroe ... something a little more human.

Over the next few months, we're conducting a series of short, sharp interview-style conversations with respected individuals across the market. We're going beyond the surface to ask the questions that matter.

We're calling it: **Peer to Peer – Question Time.**

This isn't a platform for polished PR soundbites or corporate fluff. It's about real talk. What's really happening in the market?

**Where are the pinch points? What's surprising people?**

**What's working (and what's not)? How are businesses navigating today's pressures?**

**And crucially: how are individuals: leaders, specialists and hiring managers holding it together and moving forward?**

We believe that sharing insights openly can help lift the whole industry. And that sometimes, the best guidance doesn't come from a whitepaper – but from a peer who's been there too.

So, whether you're hiring, leading, job searching or simply curious about what's shaping our sector... this is for you.

Look out for the first Peer to Peer feature in next month's Snapshot.

We're kicking off with a name you'll recognise – and an honest take on what it's really like inside one of the most talked-about market segments right now.

Best wishes,

*Andrew*

### PEER TO PEER QUESTION TIME



Tel: +44(0) 207 788 4783 | Email: [enquiries@jamesmonro.com](mailto:enquiries@jamesmonro.com)

James Monroe, 68 Lombard St. London EC3V 9LJ.



[jamesmonro.com](http://jamesmonro.com)