



GLOBAL COVERAGE
PAYMENT RECRUITMENT SPECIALISTS

Paycomms are a Recruitment Consultancy working closely with Industry leaders and innovators within the Payments Industry. Covering Online Payments, Ecommerce, Contactless, Acquiring/Issuing, MPayments, Pre-paid, Loyalty, Merchant Services, Electronic Payments & Vertical Payments Internationally.

Our Consultants have over 14 years experience within the Payments Sector. They combine a real understanding of the industry & client/Candidate needs with a proven track record of success.

We Deliver Through:

- Competitive costs
- The ability to really understand the requirements for Industry specific roles
- Our quality driven resourcing process and the capability of our Consultants.
- Our proven track record for delivery and reputation for providing great people
- Our Worldwide reach and network across the industry.

We Offer Tailored Recruitment Solutions For:

- Permanent recruitment
- Contract/interim recruitment
- Retained executive search & selection
- Overseas recruitment – we have Clients & candidates
In Europe, Americas, Middle East & Emerging Markets within the payments and banking sectors.



Areas of recruitment covered include:

Card issuing – debit cards / credit cards / corporate cards / prepaid cards / loyalty cards / consumer finance / contactless payments/CNP/CP

Card acquiring – single / multi-currency acquiring & cross border acquiring

Payment processing and transaction processing – retail financial services / third party

Payment security – risk / fraud management /CNP/ encryption solutions / Chip and PIN / PCI DSS compliance / AML (Anti-Money Laundering) / KYC (Know Your Customer)

PSP (payment service providers) / electronic payment

Mobile payment

Money transfer / money remittance

Consulting – business strategy / technical

Vendors – software and hardware applications and devices

Card schemes & card associations

Smart card / EMV technology (Europay, MasterCard, Visa)

Financial institutions and card based financial services

Retail banking and retail financial services

Exchanges, central banks and payment clearing organisations

Card management system providers

Define Objectives and Specifications

- Ensure understanding of client's business and culture
- Obtain client consensus on position's scope and responsibilities, compensation-package, reporting relationships and profile of the desired executive.
- Develop the search plan and review and with client

Identify and Assess Candidates

- Identify and confirm target sources using our database and network of contacts
- Identify candidates, screen and evaluate and conduct reference checks
- Prepare short list and prepare background profiles
- Review profiles with client and get feedback from client

Interviews

- Facilitate arrangement for client interview of candidate
- Obtain feedback from client and candidate
- Select finalists to be interviewed
- Feedback from client and candidates

Candidate Offer

- Negotiate salary and benefits on behalf of Client
- Feedback

Follow Up

- Ensure smooth transition and assimilation for candidate
- Ensure client satisfaction
- Feedback

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