



RADLEY JAMES

PROVIDING EXCEPTIONAL
TALENT TO GLOBAL FINANCE
AND TECHNOLOGY

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www.radleyjames.com

Recruitment Expertise for the Trading and Technology Sectors

Your growth starts here.

Since 2009, Radley James has excelled in matching top-tier talent with small and mid-sized companies in trading, fintech, and technology. With over a decade of industry experience, we understand the unique pressures of strategic hires for businesses in growth phases. From supporting global expansions to helping companies make their first key hire, our expertise ensures your recruitment needs are met with precision and care.



We've built our reputation by partnering with high-growth fintechs, hedge funds, and scaling startups to secure the talent that drives innovation forward. Whether it's launching a new office or filling a pivotal leadership role, Radley James is here to deliver results every time.

How We Help You

Dynamic Services to Match Your Needs

At Radley James, we take a tailored approach to recruitment, offering a range of core services designed to meet your unique hiring goals.

Contingency Search

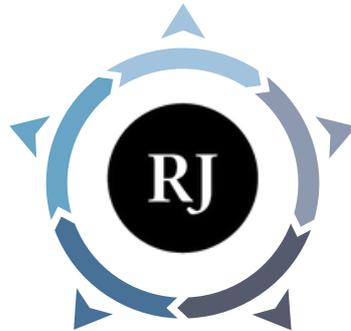
Quickly access the talent you need for urgent, critical roles.

Candidate Coaching

We empower talent to excel from interview prep to seamless onboarding.

Retained Search

Focused, consultative partnerships for senior and niche roles.



Contract Staffing

Cover short-term or project-based needs with skilled professionals.

Market Intelligence

Gain insights into hiring trends and salary benchmarks.

What our clients say about us

"Radley James helped us scale quickly and smartly. Not only did they understand the technical expertise we sought, but they also ensured every hire fitted our company culture."

- London-based fintech client on achieving rapid global growth.

"Their team provided market insights that helped us secure one of the best technical leads we've hired to date. Truly a recruitment partner, not just a provider."

- US-based trading firm on elevating their senior leadership team.

For more reviews, see our Trustpilot page: <https://www.trustpilot.com/review/radleyjames.com>

Our Reach



Global Reach, Local Expertise

With offices in five different countries, Radley James can offer our services to local and international clients.

Our team of experts deeply understands the local job market and has a wealth of experience in recruiting top talent for a wide range of industries.

Our global reach allows us to tap into a vast pool of candidates, ensuring we find the perfect fit for any role.

Our presence in the USA, UK, Lithuania, Poland, and Singapore allows us to not only cater to local recruitment needs but also to provide international recruitment services to clients seeking talent from other parts of the world.

Our team understands that hiring the right candidate can be a challenging process, especially when it comes to filling positions that require a specific set of skills.

However, with our extensive network, we can locate top talent from around the world to meet the unique needs of our clients.

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Why work with us?



Global Reach, Local Expertise

With a vast network of partners and candidates worldwide, Radley James brings a truly international perspective to your recruitment needs while understanding the nuances of local markets.



Specialization in Trading and Technology

Our exclusive focus on the financial and technology sectors allows us to delve deep into these domains, ensuring we comprehend each role's specific challenges and requirements.



Tailored Solutions

At Radley James, we recognize that every client and candidate is unique. Our personalized approach guarantees we address your needs with the utmost care and attention to detail.



Confidentiality

Discretion is paramount in recruitment, and we adhere to the strictest confidentiality standards, safeguarding the interests of both clients and candidates.



Results-Driven

Radley James is committed to delivering tangible results. We measure our success by the enduring partnerships we foster and the careers we propel forward.

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Our Team

At Radley James, we believe that our team is our greatest asset. We take pride in the diverse group of talented individuals that make up our team. Our team is comprised of experienced recruiters, HR professionals and administrative staff who are all passionate about helping our clients find the perfect candidates.

Leading our team is our CEO, Paul Garrett. He has over 20 years of experience in the industry and is committed to ensuring that our agency provides the best possible service to our clients. Our recruiters are led by a Partner, Managing Directors and Directors, who have a wealth of experience in recruiting across various markets within the tech and finance space.

They and their teams work tirelessly to find the most qualified candidates for our clients.

Our back office team is the backbone of our agency. They ensure that all of our operations run smoothly and efficiently. They are always available to support our team and provide valuable guidance on employee relations and performance management.

At Radley James, we are proud of our team and the exceptional service that they provide. We are confident they will exceed your expectations and help you find the perfect candidate for your organization.



Paul Garrett
CEO



Ben Farr
Partner



Cy Elliott
COO [ACCA & AAT]



Olivier Rawlings
Managing Director



William Hacking
Managing Director



Cameron Squire
Managing Director



Bernie Moul
Director - US



Enpu Zhang
Director - Asia



Ben Stanyard
Director - Baltics



Claire Dardis
Director of
Human Resources



Karol Janik
Director - US



Scott Norval
Managing Director



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