

# QuadOps Engineer

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**Siloed teams, grey suits, and long hours...**

**Think you know finance? Think again.**

We are looking for someone who loves building operations  
in pursuit of efficiency and resiliency.



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# Our Business

## We do things differently.

We're an algorithmic trading business, which means that we build robust, fully-automated technology to predict and trade all electronic financial markets. Collaboration, cross-team projects and a non-siloed approach to work form the foundation of how we do things.

## Our founders started this business because they wanted to work on interesting problems with kind, smart and talented people.

We mentor, coach, and learn from each other. Talented individuals can contribute a lot, but when they collaborate and innovate together, the results compound. We encourage debate and experimentation without needing to 'protect' our work or ideas - you can achieve so much more by working together.

Tech isn't a department that supports the business - tech is core to our business and sits front and centre of what we do. We make our proprietary systems high performing, scalable and intuitive. Our trading is entirely automated and we look to bring automation to everything we do. Highly optimised workflows on our dedicated CPU and GPU grids allow our teams to focus on what matters - solving the interesting problems that grow our business. We develop in a Linux environment, mainly in C++ and Python/Cython, and embrace open source software.



## There's so much left to build, and we've only just begun.

Everyone has an opportunity to work on projects that have a real impact on our goal of trading all electronic financial markets. Our employees drive our pursuit of this goal by asking big questions about our business, getting exposure to different systems within our company, and leveraging their prior experience. By spotting and delivering on opportunities, they make this vision a reality.

We are lucky enough to have met, and hired some of the nicest and most talented people along the way. They have joined us from the likes of Google, Goldman Sachs and D. E. Shaw, as well as tech start ups and other funds. Everyone's passion and collaboration has become a fundamental part of our culture, and is one of the main reasons people like working here.

For the past decade we have focused on expanding our equities coverage. As we expand into new markets, we have started trading other asset classes. We recently started trading futures, getting us one step closer to our goal of trading all liquid, electronically tradeable asset classes in all markets. Alongside this we continue to expand our trading infrastructure footprint, working towards co-location and operating at higher frequencies.

# About Us

**Our Values provide the foundation upon which our business is built. They support our vision, shape our culture and reflect the personality of our people.**

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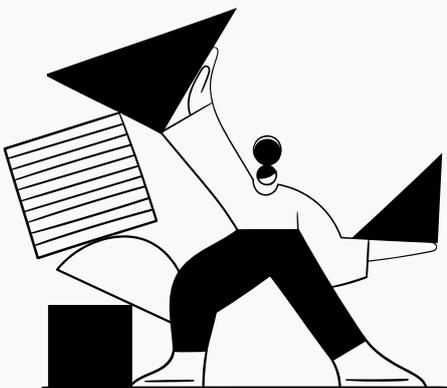
Our Values are the behavioural traits that are inherent in our business - the traits that are special to us, critical to our success and must be kept at all costs. We created these values to try to describe what was important to us, but you can also look at them through another lens and see them as opposites of the things we try to avoid.

- Kind
- Humble
- Entrepreneurial
- Collaborative

We are still establishing the foundations for us to get there - there is lots to do! We take an exploratory, experimental approach to growth. We have long term goals and aspirations, but we're happy to hear ideas, try new things, and grow in unexpected areas.

Our Guiding Principles help inform what we do:

- Maximising opportunities
- Automating as much as we can
- Embracing robust processes and technology
- Finding and keeping the best people



# The Role

**We are looking for someone who loves building operations in pursuit of efficiency and resiliency.**

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As a member of the Quadops team you will work closely with the head of the team, Mike Stukalov, to ensure our platforms are operationally efficient, as well as collaborating throughout the business to enable improvement and automation.

This role will help to deploy, support and maintain our infrastructure by partnering with teams across Quadrature. We look to automate as much as we can and you will have a hand in making this happen. In doing so you not only make your work better, but someone else's life easier.

This is a newly created role, within a team that was formed in 2020. Therefore instead of being a cog within a much larger team or company, you will have the opportunity to help shape how the team grows, as well as define what the work looks like.

**Come and grow with us.**

**You will have an opportunity to improve, change and define new processes and solutions, within a technology driven team. This role is unique in its exposure to our entire business, and ability to make impact through:**

- Working on automation of all kinds of trading operations tasks, such as monitoring, deployment, high availability and resiliency.
- Collaborating with multiple teams and functions (internal as well as external) to facilitate our response to changes and incidents as needed.
- Providing first-line support for our trading infrastructure projects which will involve close collaboration with the Quant Developer team.



# About You

**A pragmatic and positive problem solver, who likes to experiment and find solutions.**

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This role allows you to get really close to our operations, leveraging tools and solutions to make them more efficient. Therefore an interest in the business itself, alongside some operational experience, will be useful in the role. This could be within the finance or gaming industry, or in roles such as DevOps or SRE.

We are a company that looks to put technology and innovation first, especially when it comes to our operations. We work with Python and Linux on a day-to-day basis, so these are also good skills to have, as well as an interest in automation.

You will work with talented people across a variety of roles, and your work will help make their lives easier. As such, communication skills, attitude and mindset are essential for success in this role.

**We are looking for someone who wants to have a meaningful impact in their work to come and grow with us.**



# Working Here

**We apply pragmatic focus, attention to detail and curiosity to what we do.**

We encourage everyone to take ownership of their work, ask questions, understand what the business needs, debate ideas and explore. Innovation relies on curiosity and experimentation. We work in small teams that crossover and support each other regularly.

## **Our core values are kindness, humility, collaboration and being entrepreneurial**

Whilst people have their areas of responsibility, everyone here works on a variety of different things, much of which are new ventures. Most of what we want to do hasn't begun yet or hasn't even been imagined, so our people work on fresh, diverse projects that make a tangible impact and support our growth.

## **Creating a diverse and inclusive culture**

We want to build and grow a successful, inclusive business that we can all be proud of. We believe that diversity is a critical part of this.

We aim to remove barriers so that people with different experiences and from different backgrounds see us as somewhere they'd love to work. It is a hard truth that our industry feels closed off to so many people, so it is incredibly important that businesses celebrate diversity in its broadest sense, and make it their responsibility to create a fair and inclusive environment.

We actively try to address these imbalances in our industry through education, events, charity partnerships and focused recruitment activities. A significant concern of ours is just how underrepresented women are in our industry, and we actively try to address this through our recruitment efforts.

However you identify - especially if you have a background that naturally places you at a disadvantage versus others - we hope to build a business that welcomes everyone.

## **Our Foundation**

The climate emergency is a priority for many people, but priority hasn't equated to action. The way in which governments, organisations and corporations have approached the climate emergency has left the issue highly politicised, seemingly impossible to solve and on a crash course for a warming scenario that will be difficult to avoid.

Quadrature Climate Foundation (QCF) was launched by Quadrature in 2019, committing a proportion of annual profits to fighting the climate emergency. QCF's mission is to urgently shift the current global climate trajectory towards a better future through philanthropic giving and persuasion of others to join in the effort.

The QCF team, currently 10 people and growing, is based in Quadrature's office. Bryony Worthington and Cressida Pollock lead the foundation as Co-Directors.



# Benefits

**We offer competitive compensation and a comprehensive benefits package, much of which is focused around wellbeing, health and learning. Here are a few examples of what we offer!**

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## Flexible Working

Getting the balance right between home life and work life can be tricky. We try to create an environment that people love being a part of, but boundaries are important, so we don't have an 'always on' culture. We offer 10am-4pm core hours so that people can work flexibly, the opportunity to work from home on Mondays and Fridays, 30 days holiday per year and a 3 month paid sabbatical every 5 years.



## Socials

We bring people together often for social events, or just to hang out. We enjoy spending time together and have a lot of fun, but we're also trying to help everyone get to know one another in a growing business. We host socials at least once a month, take people away on two trips a year, and throw a big Christmas party where everyone can bring their friends. Over the years we have organised go karting, axe throwing, white water rafting, laser tag, cocktail making, cooking classes and escape rooms, to name a few. Many of our socials throughout the year are open to +1s, so friends or partners can enjoy them too!

## Learning and Development

We are big believers of continual learning and development and offer bespoke, fully funded training to all employees. Each person is different, and how we support their development should be flexible enough to account for this. Therefore you have the opportunity to choose training tailored to you, instead of following a company-prescribed course. In the past this has included coaching, tuition and post-graduate studies (including both Masters and PhDs).



## Parents

A young and growing family is wonderful and exciting, but we're no stranger to the tension parents can feel between work and family life. We do a few things to try and support parents, such as 12 months full paternity and maternity leave, time off for school events (such as plays, parent-teacher meetings and first day of school drop-offs), and free child development sessions with a qualified therapist.



**View our full benefits here:**

<https://quadrature.ai/careers/benefits>

# How To Apply

**If you're interested we'd love to hear from you!**

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If your application is successful, we will arrange a phone call with a member of the Strategic Growth team to find out more about you, and for you to find out more about us. If it sounds like we're a good fit for each other we will send you a take-home challenge which you will be able to complete in your own time. If successful we will arrange a series of interviews with members of the QuadOps team, members of the Leadership Team as well as our co-CEOs.

