

Quant Developer

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

Think you know finance? Think again.

We're looking for someone who wants to work on interesting problems and collaborate with others to join our Quant Developer team.



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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.

The Role

We're looking for talented people to join us and work on really interesting problems.

Unlike other businesses in our industry, we have a unified team of Quant Developers; those who are more quant-focussed are good programmers, and those who consider themselves a pure programmer have the opportunity to do research. This blend is a really important part of our business and culture. Our Quant Developer team is built on collaboration and exposure; everyone has the opportunity to have impact regardless of where they are in their career or how long they have worked here.

As a Quant Developer you will work in a variety of areas, all of which offer interesting challenges and an opportunity to make a real impact. By working on a variety of tasks and projects over time, you will learn from different people, work with new systems and technologies, and have a broader impact. As such, instead of being siloed into one team, or stuck as the sole maintainer of a system after it has been built, everyone has the opportunity to work on new things together.

Come and grow with us.



Everyone is encouraged to try new things, spot opportunities, share ideas and work together. We are project-led, which means your work will be varied, but it could include:

- Analysing tick data to produce models, estimate market impact, and evaluate slippage / implementation shortfall of our trading.
- Improving the accuracy of our trading simulator, analysing differences to actual trading and working to improve this correlation.
- Designing extremely high-performance, highly-reliable and finely-tuned numeric computational programs and implementing such models/ algorithms in python and C++.
- Developing visualisations, and other analytics for live and experimental trading.
- Improving system component performance by refining the underlying algorithms, methods of processing and identifying systems bottlenecks.
- Utilising modern statistical and machine learning methods to develop systematic trading models/ algos by investigating vast quantities of data, and to implement these in Python/C++.
- Contributing to the design and development of our high-performance, distributed systems that enable global trading and multi-petabyte data processing.

About You

A pragmatic problem solver who enjoys collaborating with others and sharing ideas.

By working in a variety of different areas you will have a unique opportunity to build a holistic understanding of what we do.

We prioritise robust technology, sweat the details and build things to last. In terms of our tech stack, we work with Python or C++ on a day-to-day basis. An ability to program to a high level is important, as it allows people to develop and test their ideas independently.

However, we welcome individuals who have programmed in different languages and who have come from a wide range of experiences. You do not need previous experience in finance or expertise in specific technologies.

Like our founders, members of our Quant Developer team have different technical backgrounds and all bring unique perspectives that make our work better.

Attitude and mindset are important to us - we are looking for self-starters who have an interest in finding new ways to solve complex problems.

What unites our Quant Developer team is a passion about what they do, and a curiosity and drive to make things better. If this sounds like you then you'll be in good company!

We are looking for kind, curious and passionate people to help us grow our business.



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!

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!

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 Quant Developer team, members of the Leadership Team as well as our co-CEOs.

