

Chief Information Officer

Do you believe finance can be something more meaningful than just a bunch of greedy wolves fooling around with others' money until a crisis happens? Would you like to build a world where everyone can access a user-friendly tool to grow their money fairly and according to their needs? Do you have what it takes for that? Great, because Gambit is currently recruiting!

Gambit is at a turning point in its technological development, and is investing in its product, both from a technical and a functional point of view.

We have the ambition to become a European market leader in investment advisory technology, by operating a "Software as a Service" for financial institutions in the cloud.

General

The role of the **Chief Information Officer** ("CIO") is to lead Gambit's technological strategy in the development of its software solutions.

As a referent on her/his perimeter, the CIO is responsible for spearheading the technological vision and architecture of software development, strategy, and execution within the organization. Thanks to her/his strong background in software development, the CIO will be driving innovation, ensuring scalability, and developing cutting-edge solutions to meet the evolving needs of our institutional clients.

She/He works closely with other departments (security, infrastructure, products, projects and sales) to translate product and projects strategic roadmaps into software solutions.

The CIO reports hierarchically directly to the CEO.

ABOUT GAMBIT

Gambit Financial Solutions is a **B2B** FinTech company, specialised in digital investment technology for financial institutions, helping investors and financial advisors making better decisions on their savings and investments. This includes selfcare solutions (robo-advisory), as well as solutions guiding the financial advisor during a face-to-face advice interview. Our customers are banks, asset managers and insurance companies mainly in continental Europe.

Gambit also launched its own **B2C** robo advisor (Birdee.co), operating from Luxembourg and servicing the European market. In 2021, Birdee launched a **B2B2C** service called "Birdee as a Service" allowing third parties to integrate investment management services into their ecosystem using API's.

In 2017, BNP Paribas Asset Management took a majority stake into Gambit, which has been extended into a full ownership in 2021.



Role Description and Key Responsibilities

The role-holder will:

- Lead and manage a high-performing software development team, fostering a culture of innovation, collaboration and excellence.
- Oversee the end-to-end software development process, ensuring timely delivery of high-quality, scalable, and secure products and solutions.
- Research and evaluate emerging technologies, frameworks, and tools to identify opportunities for technical advancements within the financial software development domain.
- Lead and establish architectural standards, guidelines, principles, and practices, maintaining a strong emphasis on scalability, security and performance.
- Implement and enforce software development best practices, including coding standards, code reviews, testing methodologies, and deployment strategies ensuring the delivery of quality software.
- Lead the recruitment, onboarding and professional development of highly skilled software engineers, fostering a culture of continuous learning and growth.
- Collaborate closely with stakeholders, including customers and management, to understand their strategic objectives and translate them into technical solutions. Advise the business in its choices and technological footprint.
- Stay up to date on relevant industry trends, security threats, and regulatory requirements related to financial software developments.
- Monitor, control and analyze IT Budget, with the support of the Entity's finance manager, to ensure good quality budget monitoring.
- Pilot and report the risks and associated remediation plans, represent the Entity IT development and architecture during audit assignments, understand and challenge the findings and risks.
- Oversee the design, implementation, and maintenance of the company's IT infrastructure, ensuring reliability, scalability, and security. Ensure that the IT infrastructure complies with relevant regulatory requirements, industry and BNPP standards, maintaining documentation and conducting regular audits.
- Work closely with the Security Department and the CISO to integrate security practices into the development lifecycle and promote a culture of secure coding.
- Implement and maintain robust cybersecurity measures to protect the company's data and systems from potential threats.
- Develop and execute a comprehensive cloud strategy, leveraging cloud services to enhance scalability, flexibility, and cost-effectiveness of the IT infrastructure.
- Establish and maintain robust disaster recovery and business continuity plans to ensure the availability and resilience of critical systems in the event of disruptions or disasters.
- Strike the right balance between the benefits of IT Risk & Cyber management and the associated costs.
- Guarantee the alignment with BNPP norms & standards considering entity specificities.

Required Knowledge, Skills & Abilities

Education & Experience

- Bachelor's or master's degree in computer science, software engineering, or a related field. MBA or equivalent business experience is a plus.
- Proven experience as a CIO, Technical Director or similar leadership roles in software development and architecture within the financial sector.
- Knowledge and understanding of financial markets, regulations and industry-specific technology trends is a plus.
- Robust technical expertise in software development, including experience with programming languages like .NET or similar.
- Proven experience with software development methodologies, tools and frameworks, such as Agile, DevOps and cloud platforms.
- Mastering micro-services architecture and related technologies (e.g., container).
- Demonstrated expertise in architecting, scaling, and securing software products and solutions.

Soft Skills

- Excellent leadership and team management skills, with the ability to inspire, mentor and motivate teams to deliver exceptional results.
- Strong strategic mindset, with the ability to align technical initiatives with business objectives.
- Robust communication and presentation skills, with the ability to effectively interact with clients, stakeholders and executives.
- Determination in delivering on objectives, favoring simplicity.
- High organizational skills to set priorities, action plans and monitor their progress.
- High ethical standards.
- Executive communication and exposure with top management colleagues.
- Systematically look for solutions by mobilizing resources at every level of the organization.
- Flexibility and change management in complex organizations, notably involving information systems.

Communication

- Fluent in French and English (written and spoken).
- Good communication skills written and oral.



Our Offer

- **Working in an inspiring FinTech spirit:** A dedicated team awaits you to join them in challenging the established rules and creating a new financial environment that would be simpler and more transparent for everybody.
- **Fast personal developments:** As a FinTech, everybody on board has a crucial role to play and will be quickly granted responsibilities. This is a great opportunity for you to challenge your skills and talents without having to wait for several years to get to a position with decisional power.
- **Collaboration with young and dynamic talents:** Who better than millennials could build solutions for millennials (or rather anyone with the same progressive mindset)? That's why we have chosen to trust young talents who are craving innovation, to build products they would like to use.
- **A people-oriented culture:** We will ask you to be passionate about your job, and to love sharing your expertise.

Work Location

HQ : 36 Rue de Mulhouse, 4020 Liège.
Offices in Brussels, Luxembourg and Paris.

Gambit has a half-time (or less) work from home policy.

Contact

If you are interested in this position, please send your resume and motivation letter to our HR department.

- ▷ hr@gambit-finance.com
- ▷ +32 4 279 88 00

