



# RedCompass Labs

WE EXIST TO HELP OPEN THE DOORS OF FINANCE TO ALL,  
AND PROTECT THOSE WHO ENTER



**"Never doubt that a small group of thoughtful committed people can change the world. Indeed, it is the only thing that ever has."**

Margaret Mead (1901-78)  
Cultural anthropologist and writer

We believe that fair, safe and innovative financial services enable society to prosper. And that this prosperity is a key driver of peace and stability throughout our world.

By thinking about problems from a radically different point of view, investing in both technology and people, creating world-class workshops, developing advanced analytics and AI based test technology, and disrupting financial crime, we can contribute to a better world for all.

# So, what do we do?

# WE BELIEVE THERE ARE ONLY TWO TYPES OF PAYMENTS - GOOD AND BAD.

We help financial institutions:



Make good  
**payments**  
profitable,  
secure, end-to-  
end, and digital



Find bad  
payments and  
disrupt  
**financial crime**

With our payments, financial crime, core banking and **data science** expertise

# Here's how we do it

## With world-class consulting

### Payments

- Payments Intelligence
- Future of Payments
- ISO 20022
- NextGen Payments Testing
- Transformation Projects
- Operational Resilience

### Financial Crime

#### MSHT and Child Sexual Exploitation:

- Fast Start Analysis
- Monitoring and Investigation Services

#### Fraud, Sanctions, AML:

- System Tuning and Test
- System Upgrade Delivery

## With game-changing technology

- D1R4Payments

- D1R4FinCrime
- RedFlag Accelerator

# WE SUPPORT OUR CLIENTS FROM ACROSS THE WORLD



# RedCompass Labs in numbers

## 100+

**We pride ourselves in attracting, retaining and developing purpose-driven talent**

Today we have over 100 specialists based in our offices in London, Warsaw, Tokyo, Singapore, and Geel (Belgium).

## 175+

**Over 175 years of combined banking experience in our leadership team**

The RedCompass Labs team includes programme managers, project leaders, business analysts, data scientists, solutions architects, developers and QA specialists.

## 19

**19 years providing world-class consulting and managed services**

Established in 2002, RedCompass Labs has made use of its industry expertise, data-led intelligence and proven processes to make sure client projects hit the mark every time.

## 250

**+250 projects in 18 countries around the world**

To date, the RedCompass Labs team has delivered over 250 projects in payments across 18 countries, from the UK to Poland, Belgium, Norway, from Japan and Singapore to the UAE and the US.

# Our growing portfolio of projects

- Payments / Core Banking
- Strategic Change
- Financial Crime



## Our clients





# So, what makes RedCompass Labs different?



Most claim to be different.

Most claim to care about their clients...

Most claim to have a strong teamwork spirit...

Most claim to contribute to a better world...

**We care about our clients.**

**Because we see  
the people  
behind the  
suits.**

Our job is to make these people – our clients - successful because their success is our success.

**And we don't give up until we have delivered excellence, achieved our goals and gone the extra mile.** Even when things are tiring and difficult, we find a way of moving forward. We never let the dream die because we believe in our team and what we can achieve together.

This is why our clients have come to rely upon our trustworthy help. We are not those who let them down but those who can be counted upon to get it right, to be fair, true and transparent and a safe pair of hands to enable them to succeed and prosper.

**We care about our team.**



# Because we are more than a team.



We wouldn't be who we are and where we are if it wasn't for our people. So, investing in them is not an option but a must.

This means treating each and everyone as an individual, recognising their needs and enable them to be successful in their job.

This means empowering every one of them to achieve their career goals, being there to support them when needed and sharing knowledge.

This means being there for one another. We are not just colleagues. We are friends, mentors, supporters to one other. We are more than a team.

# Developing our people

RedCompass Labs understands the value in our people **continuing to learn and develop** in their careers



## LUNCH & LEARN MEETINGS, WORKSHOPS, SEMINARS

We organise presentations and seminars on **payments, data, financial crime and banking** throughout the year. All RedCompass Labs staff are welcome to attend these sessions.



## COURSE/QUALIFICATIONS

If there is a **training course or qualification which you would like to undertake**, which is both relevant to your role at RedCompass Labs and beneficial to the business, then we will be happy to discuss this with you.



## EXPERIENCES

The most enriching, career-enhancing experiences are gained **on the job**, so this is a formal part of our development framework. We plan assignments that provide **exceptional client service** while giving you the **best environment to develop your career**.



## CAREER DEVELOPMENT MANAGER

We provide the support, experience and opportunities for people to build their careers, but ultimately, it's about everybody taking accountability for their own development. Every employee is assigned a Career Development Manager to lead, support and encourage them throughout their career at RedCompass Labs with informal, on-the-job coaching as well as periodic formal performance reviews. We help you be the best version of you!

**We live by our word.**



# We are committed to help protect the victims of Modern Slavery and Child Sexual Exploitation

The echo of people being bought and sold is everywhere across banking. And we know that as payments and financial crime experts we have the resources to do something valuable.

For this reason, we have developed RedCompass Labs RedFlag Accelerator, the global point of reference of financial red flags that enables financial institutions to accelerate the search of Modern Slavery and Human Trafficking (MSHT) and Child Sexual Exploitation (CSE) traces in their organisations. The model is provided for free to all banks that wish to join our fight.

Collaborating with a wide range of stakeholders, including STOP THE TRAFFIK, The Knoble, Themis, law enforcement agencies, UN, and other global organizations, the RedFlag Accelerator has grown its database and been enabling the development of an innovative intelligence-led approach to detect and prevent financial crime globally.



# We are committed to create a truly diverse and inclusive culture: working with neurodiverse people

At RedCompass Labs we aim at creating a truly diverse and inclusive culture based on of respect, equity and positive impact of differences. Our teams are gender and ethnically diverse and we, therefore, promote a flexible work environment that enables everyone at RedCompass Labs to give their best.

But this is not all. **We are also committed to offer job opportunities employees with Autism Spectrum Disorder.** To support them and enable them to thrive, we strive to increase our team's awareness around autism and the benefits of working with neurodiverse people. Through seminars and workshops, we help develop communication skills and knowledge that allow us to better implement strategies for success.

**We are committed  
to giving back:  
helping the Masai in  
Kenya & supporting  
the Oxford Gardens  
primary school**

As part of our philanthropic efforts, RedCompass Labs supports the charity RedTribe and their work to bring hope for a better future for traditional Maasai communities living in the remote region of Kenya. We are funding projects that serve around 2000 Maasai living in the area such as building the Enairebuk Livestock Dam in the southern part of the country and installing water pipes to enable local schools to access to drinking water.

RedCompass Labs is also supporting Oxford Gardens Primary School that was heavily impacted by the Grenfell Tower fire in 2017. Over the years, we have donated multiple electronic devices to contribute rebuilding their community and allowing all the children access to remote education during the Covid-19 pandemic.



**Are you ready to join our  
team  
and make the difference?**

# We are looking for...

RedCompass Labs can offer a superb working environment, thanks to our commitment to flexibility, inclusivity, diversity and development. We have **different backgrounds and skills but are connected by our values.**

## What we are looking for is 'Talent'.

It's not all just about how you do what you do, we are interested in learning about YOU. It's just as important that you are the right fit for us as we are for you.

**Passion:** Show us what you are passionate about, what DRIVES you to be the person you are

**Know Yourself:** Show us that you know what you are really good at as well as what you are working on

**Determination:** Show Resilience and a 'can-do' attitude, show us that you are someone who looks to 'find a way', demonstrates commitment

**Knowing Why:** Why do you want **this** job with **us**?  
Have you assessed your fit for us and our fit for you?

**Working Model:** How flexible are you in how you work and learn?

**Leadership:** Can you lead not just through knowledge and experience, but through service and humility?

# Rewards & Benefits

As well as developing your career, we pay attention to the way you work, your compensation and benefits.



# Your work lifestyle

Working at RedCompass Labs is challenging and stimulating — your day-to-day work is complex and multi-faceted and it requires you to push the boundaries of your capabilities.



## **Flexible working:**

We offer flexible working arrangements, including options to work from home. We provide the tools and technology you need to work flexibly and meet the commitments you make to your clients, to your family and to your community.

## **Family leave**

Including maternity, adoption, and shared parental leave of up to 52 weeks [in the UK we provide enhanced maternity leave]. We also provide up to 2 weeks of paternity leave.

# Your compensation

We believe that our people should be rewarded competitively for the contributions they make. We carry out annual market research on reward, and we check at all stages of the salary review process that we have a fair, non-bias and consistent approach.

## Your benefits

In addition to your career development, your work lifestyle and your compensation, we pride ourselves in providing a range of other traditional employee benefits, such as:

- 10% Performance Related Bonus
- Life Insurance
- Private healthcare
- Pension [national laws apply]

**And there are a few  
benefits you might  
not find at other  
employers**

- 28 days annual leave, 1 day company holiday and the option to buy and sell (excluding bank holidays)  
[national laws apply]
- Pension
- Life insurance
- Group Income protection
- Medical and Dental insurance
- Free Eyesight testing and £50 towards spectacles
- Well-being allowance
- Working from Home Kit allowance
- Employee Referral Bonus



# Our Application Process

As an individual looking for new opportunities, you know how important culture and team fit are to success. Our selection process will help us both assess if we fit together and whether you're likely to succeed at RedCompass Labs:

## Prepare for interview

Think about what you want to tell us about yourself, relevant work experience, and your point of view on current market trends and sector developments. We want to get to know you as an individual and discover your strengths and attributes. Interviews are for both of us to assess if you're likely to succeed at RedCompass Labs. Be prepared to interview us about the scope of the role, our expectations and our vision for how we could work together.

## Complete the assessment process

We'll interview you via conference call and/or at one of our offices. We will also ask you to complete psychometric tests and we may ask you to complete a written assessment or undertake a case study. The exact structure and content will depend on the role to which you apply, as different roles need different skills to be assessed. We'll keep in touch and provide you feedback and guidance on the next steps.

**We are looking  
forward to  
meeting you!**



# Join us!

We are looking forward to meeting you!



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