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BlackRock.

in

Serge Varlay

Quant, Research, Data Science, & Software Engineering Recruiting at BlackRock

Talks about #technology and #recruitment

New York City Metropolitan Area · **Contact info**

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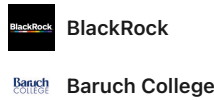Serge has verified their workplace as BlackRock 1 year ago.

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New VP level role (flexible for NYC, Atlanta, or Wilmington); System Engineer - Cyber Cloud Incident Response Lead. #cloud #cyber #engineer
If interested, please reach out to me directly (this role is for 8+ YOE).

Vice President, System Engineer - Cyber Cloud Incident Response Lead | ...
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Serge Varlay posted this • 2mo

New roles at BlackRock, US. Please reach out to me if interested (these roles have YOE requirements).

Atlanta - VP Data Operations Lead (7+ YOE); https://lnkd.in/e96aevmT
(Python, SQL, Snowflake, data orchestration & #data #azure stewardship)

Wilmington - Associate Network Operations Engineer (3+ YOE); https://lnkd.in/eWrbpJbD
(Cisco, routing, switching, firewalls, cloud, AWS, Azure)

San Francisco - Associate Systematic Active Equity, Systems Researcher (3+ YOE);
https://lnkd.in/eWG7zhnc
(ML/AI, Python, Rust/Java/C++/Go, AWS - 80% software architect and engineer and 20% signal research)

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New opening on a rapidly growing & high-visibility team for a VP Data Operations Lead at BlackRock's Atlanta office. The role will require exposure to Python, SQL, Snowflake, data orchestration, & data pipelining monitoring. Please reach out to me directly if interested. #dataoperations #hiring #python #data

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About

17,500+ connections within Trading & Technology.

I specialize in full-cycle recruitment (including sourcing) for full-time experienced hire & leadership roles - for quant, software engineering, research, AI, trade/production support, network engineering, DevOps, SRE, and more. (Current tech stacks I recruit for are C++, Python, and Java.)

Tech stacks I have previously recruited for are;

At Citadel Securities; C++, Python, FPGA, KDB+/Q, Trading Tech Production Engineering (SRE, DevOps, etc.), UI/UX (React, Typescript, JavaScript, etc.), Salesforce.

At MS & DB; C++, C#, R, Python, Java, Scala, KDB, Full Stack, UI/UX, Angular, React, HTML, CSS, FPGA, Data Science & Analytics, ML/NLP Engineers, BI devs, and technical BA/PMs - mostly for equities and fixed income trading platforms.

Experience

Technology Recruiter
BlackRock · Full-time
May 2022 - Present · 1 yr 2 mos
New York City Metropolitan Area

I recruit full-cycle for mid to senior roles in Quant, Research, Modeling, Data Science, & Software Engineering within BlackRock Solutions (BRS) - which serves as the analytical core of the firm, Aladdin Product Group (APG), and misc. high-bar roles within areas such as Blackrock Systematic (equities & fixed income). My focus is mostly on North America offices (NYC, SF, Atlanta, & Canada). Tech stacks are Python, C++, and Java.

I directly source high-caliber talent and perform market research (I build extensive monthly PPT market-news decks, candidate market maps, and more).

Technology Recruiting (Sourcer)
Citadel Securities · Full-time
Dec 2020 - Apr 2022 · 1 yr 5 mos
New York, United States

I covered full-time technology recruitment/sourcing for senior software engineering for market-making platforms - mainly ultra/low-latency trading systems running on C++, Python, FPGA, KDB+/Q, in addition to Salesforce, Trading-Tech Production Support & Engineering (SRE, DevOps, etc.), UI/UX (React, Typescript, & JavaScript) for Citadel Securities teams globally (Chicago, New York, London, Hong Kong, Shanghai, Sydney, Singapore, Zurich, and other locations).

My role was to source & match experienced candidates for CitSec pipelines - I supported all internal trading platforms directly as well as performed extensive market-mapping, owned the pipeline for Technology Referrals, and assisted in recruitment projects.

Talent Acquisition / Front Office Technology Recruiter (Sourcing) at Morgan Stanley
Morgan Stanley · Full-time
Mar 2017 - Nov 2020 · 3 yrs 9 mos
1585 Broadway, New York, NY.

I worked directly with ED/MD Hiring Managers in Institutional Securities Group & Technology (Fixed Income & Equities), Wealth Management IT, Investment Management IT, Corporate & Funding Tech, and more - to identify and recruit top talent (for C++/Python/KDB/Java/Scala/R/UI/UX (React, Angular, JavaScript, HTML, CSS) Software Developers, Data Analysts & Data Scientists/ML/NLP/Engineers, Desk Strats, FPGA, and more) in New York City & Canada to join Morgan Stanley.

My work consisted of 80% Sourcing and 20% stakeholder face-off.

Winter 2018 - Fall 2019: Fixed Income Desk Strats, Research, & Quant recruitment (Python, KDB) for Associate, VP, and ED levels.
January 2020 - Ongoing: Shareworks @ Morgan Stanley expansion for Calgary & Montreal, Canada (software engineering & dev. leadership buildout for a tech-startup environment).
January 2020 - Ongoing: Assisting with recruitment for MD level openings.
2020 - Front-running sourcing for Shareworks software engineering buildout for Calgary & Montreal, Canada.

Deutsche Bank
Full-time · 1 yr 5 mos

● **Recruiter, US Infrastructure/Regional Management - Resource Solutions onsite at Deutsche Bank**
Nov 2016 – Mar 2017 · 5 mos
60 Wall St. New York, NY.

• Sourced & recruited AVP, VP, and Director level Technology talent for high-volume full time roles across NYC and other US offices; primarily covering C++/Python/Java/C# Software Developers, Data Analysts, Architects, & Data Scientists, ML/NLP Engineers, and Technical PM/PMOs.
• Promoted to Recruiter Function for US Infrastructure & Regional Management covering additional areas such as HR, Finance, Risk, Legal, Audit, and Compliance (as DB transitioned from Advantage xPO to new leadership under RS).
• Use Boolean Search via LinkedIn Recruiter, PeopleSoft, Avature, and various tools & job boards (Dice, eFinancial, GitHub, etc.), to source and pipeline quality talent for Group Technology and Chief Data Office.
• Work directly with D-level hiring managers on a daily basis to conduct intake sessions, formulate recruitment strategy, post jobs, attend tech hiring events, and provide high volume resume flow for high-priority openings.

● **Sourcer / Jr. Recruiter | Group Technology - Advantage xPO onsite at Deutsche Bank**
Nov 2015 – Nov 2016 · 1 yr 1 mo
60 Wall St, New York, NY.

Freelance Digital Content Coordinator (via CreativeCircle)
Lindblad Expeditions (National Geographic) · Contract
Oct 2014 – Dec 2014 · 3 mos
96 Morton Street, New York, NY 10014

• Migrated website modules to new system, created data guidelines, & performed QA of company website via LEXCMS.

Show all 8 experiences →

Education

Baruch College
Bachelor's Degree, Psychology (focus on Industrial/Organizational), Minor: English Literature
2015

Activities and societies: International Student Organization

• Helped integrate international students into Baruch College.
• Created information packets, proposals, and various tools in order to improve communication
between students and faculty.
• Planned events and marking campaigns to promote organization's mission.

High School of American Studies at Lehman College
High School

Licenses & certifications

Textio Inclusive Recruiting Certification
Textio
Issued Jun 2023
Credential ID osckiotiy3yd

[Show credential ↗]

Textio Interrupting Bias in Hiring Certification
Textio
Issued Jun 2023
Credential ID md5iy9n7ut85

[Show credential ↗]

Black Belt in Internet Recruitment
SocialTalent
Issued Sep 2017
Credential ID 19881

Skills

Human Resources

Endorsed by Rhonda George who is highly skilled at this

Endorsed by 3 colleagues at Morgan Stanley

👥 67 endorsements

LinkedIn Recruiter

👥 13 endorsements

Technology Recruitment

Endorsed by 2 colleagues at Morgan Stanley

👥 11 endorsements

Show all 36 skills →

Recommendations

Received   Given

Sharad Chandra · 3rd
System Engineer @ BlackRock | DevOps Engineer
May 26, 2023, Sharad was Serge's client

Serge is very passionate about his job. He is a great mentor and career advisor, his unwavering passion for his job is truly remarkable, and he consistently goes above and beyond to ensure the success for the clients. Serge's exceptional professionalism, combined with his genuine nature, sets him apart as a remarkable individual who places tremendous efforts into making his clients thrive. His logical thinking abilities and strategic mindset make him an invaluable asset in the field of recruitment and career development. I wholeheartedly endorse Serge and encourage anyone seeking recruitment expertise or career guidance to seek his advice and collaborate with him.

Anastasia Zhukova 🔗
Visual Development Artist I Concept Artist I Illustrator Based in NYC
May 5, 2023, Anastasia worked with Serge but they were at different companies

Serge was a guest speaker in my class - Professional Practices at Parsons School of Design. He gave us a talk about recruitment and job hunting. I really enjoyed his lecture as his points were concise, straightforward and very strategic. I think one lecture from Serge filled up many gaps in our knowledge about job hunting. I also got to chat with him one on one and got to know him as a person. Very bright personality and very professional. Serge also gave me an insightful advice about my future career path.

Guoan Wang
BBA in Finance at Pace University
April 17, 2023, Guoan was Serge's client

Serge as a mentor and career advisor, He has been instrumental in my professional development, and I cannot thank him enough for his invaluable guidance and support. He not only assisted me in creating a compelling and professional document but also taught me how to tailor it to specific job descriptions. He also provided me with constructive feedback that helped me to refine my job search strategy, including how to effectively utilize job search websites and social media platforms. In addition to his resume writing and job search advice, Serge provided me with guidance on how to develop my professional network. He shared with me his insights on how to establish and maintain professional relationships, as well as how to leverage these connections to further my career prospects.

Show all 24 received →

Ty W. 🔗
Executive Recruiting @ True Search
June 1, 2023, Serge was Ty's client

I had the pleasure to work with Ty within the broader recruitment space and would highly recommend him, both - for anyone either looking for opportunities, as well as any teams or future employers. He is very personable and places genuine care in sourcing, connecting, and recruiting talent. Overall, he is an outstanding in what he does.

Anastasia Zhukova 🔗
Visual Development Artist I Concept Artist I Illustrator Based in NYC
May 5, 2023, Serge was Anastasia's mentor

I've had an opportunity to get to know Anastasia while mentoring at Parsons, and would highly recommend her to any future employer. In additional to an impressive visual portfolio she is an excellent communicator, and more importantly, has a strong sense of vision, passion, and direction in her art & design. I believe she will be a great asset to any studio looking for talented visual development & concept artists.

Guoan Wang
BBA in Finance at Pace University
April 5, 2023, Serge was Guoan's mentor

I had the pleasure to work with Guoan over a period of few months (as a mentor) and would highly recommend him to any data analytics team. He is a passionate technologist would fit in well as a skilled junior data analyst; he has strong communication skills, passion for what he does, and has sound technical foundations in Python, R, AWS, and Excel.

Show all 19 given →

Courses

Diversity in the Workplace

Associated with Baruch College

Experimental Psychology

Associated with Baruch College

Fundamentals of Business Law

Associated with Baruch College

Show all 9 courses →

Languages

English
Native or bilingual proficiency

Russian
Native or bilingual proficiency

Causes

Arts and Culture · Education · Science and Technology

Interests

Companies   Groups   Schools

Screening Resumes
17,322 followers

+ Follow

High School of American Studies at Lehman College
1,611 followers

+ Follow

Show all 19 companies →

Contract Recruiter Network
34,340 members

Join

Google Ad Manager API
1,411 members

Join

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179,417 followers

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High School of American Studies at Lehman College
1,611 followers

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