

| Financial Crime
Resource Partner

CAPITEX



Deploying Financial Crime Staff In All Shapes, Forms And Sizes



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About Capitex

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About us

Capitex is a leading financial crime compliance staffing and solutions company with offices in London and Dubai.

Vision

To be the trusted resource partner for Financial Crime talent across EU & MENA.

Mission

To make the process of hiring new Financial Crime staff seamless, efficient and cost-effective.

TRUSTED BENCH AND REDEPLOYMENT

Capitex's bench consists of skilled financial crime contractors who have successfully executed previous programs under our direct supervision. After each project, we seamlessly transition them to new assignments, maintaining a constant flow of expertise. Mutual trust is the foundation of our business model - contractors have confidence in our organization, and vice versa.

KYC & AML CONSULTANTS FOR REMEDIATION & BAU

Capitex deploys KYC & AML SWAT teams to help with time-critical projects. These can consist of: KYC Remediation, AML Transaction Monitoring, SARS Submissions, Screening etc.

We also build interim teams to assist with BAU - this can be a result of a spike in activity.

SPECIALIST CONSULTANTS FOR TECHNICAL TASKS

Deployment of our Subject Matter Experts on a temporary/contractual (time and material) basis to help with technical tasks such as developing policies and procedures, building frameworks, skilled person reviews, optimisation/tuning of transaction monitoring systems, high-level advisory and more.

DEPLOYMENT OF MLRO'S

Capitex provides Money Laundering Reporting Officers with a flexible and tailored solution to suit the client's needs, whether they require a full-time dedicated/authorised MLRO or an outsourced MLRO on a part-time basis.

HEADHUNTING / PERMANENT

We offer a bespoke headhunting process to help clients rapidly build out their permanent team with top talent from our extensive network and reputable market access.

RECRUIT, TRAIN, & DEPLOY



Our graduate/internship program, known as RTD, recruits school and university leavers which emphasises diversity.

We carefully select a pool of candidates that aligns with our client's specific needs. We train and deploy them to our clients free of charge.

We offer additional training throughout the term to ensure they are fit for purpose and maintain effective work.

Our incentive is to give interns exposure of working in a real-life environment so that we can deploy them in the future on other client engagements with a proven track record.

In partnership with the International Compliance Association.

What is an “Extended Bench”

In terms of **Time**, **Risk** and **Cost** why consider it?

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An extended bench is where a company can access a trusted pool of talent to hit the ground running and get the job done immediately.

An extended bench is like having an extension of your own team, you can access subject matter experts or a tactical team on a time and materials basis. With this flexible and warm approach, it gives companies the ability to scale their operation up and down as needed. It is a plug-and-play FCC staffing solution where you can hand-pick staff with a proven history and track record identical to the specific task/project you have at hand. This strategic way of working alleviates the guesswork. It prevents wasted time on screening and multiple rounds of interviews. This systematic route gives control back to the hiring manager and mitigates the reputational and financial risk associated with hiring new people.

A specialist agency that considers itself an “extended bench” to its clients will have a pool of experts whom they retain, recycle and redeploy.

An extended bench only deploys staff who they have used on similar projects, a bench of experts readily available for deployment - making it a fast, reliable and cost-efficient way to get the job done - a practice CapiteX has maintained for the last 5 years.

An extended bench is proven to:

- Increase retention
- Lower staff turnover
- Reduce the risk of wrong hiring decisions
- Increase work efficiency across crucial parts of the business
- Lower financial and reputational risk
- Reduce cost

Payroll, Administration & Logistics:

With our flexibility, we can deploy our resources to join your company as a contractor/permanent individual on your visa & payroll if you'd like to. Alternatively, you can use our entire outsourced solution that covers the deployment of staff, payroll services, visa, medical insurance, work permits, accommodation, and travel, including the logistics and admin in between.

Everything is above board and compliant, governed by Law.

Jurisdictions we cover include countries across MENA, EU & UK.

What are the differences between a traditional Recruitment/HR agency and an “Extended Bench”

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Traditional Recruitment/HR Agency

- A traditional agency/HR will have multiple areas of focus which makes it impossible to build a trusted bench
- A traditional agency/HR will go to the market and search for new people online whom they have no history or track record
- There are risks associated with the candidates they find online due to candidates using AI to match CVs with job descriptions
- AI has made it almost impossible to find new talent who are credible, there have been scenarios with our clients where the candidates they interviewed used AI to answer interview questions in real-time when interviewed, meaning at the final stage where interviews took place in person the candidates didn't qualify for the job and wasted the hiring managers time
- The traditional process of finding new staff can take months and slows down operations and critical parts of the business
- Traditional recruitment agencies/HR tend to have low retention rates due to their lack of history with the talent they provide, meaning staff turnover will be high which incurs more cost in replacements and re-training

Extended Bench

- One area of focus has given us the ability to build a trusted bench where we retain, recycle and redeploy staff for similar FCC projects, a practice we have maintained over the last 5 years
- We have a proven track record/history with our talent
- We can deploy staff immediately that will hit the ground running from day 1
- We understand the intricacies of financial crime compliance
- We speak about the industry with the client/hiring manager, not about recruitment processes
- We know what good looks like
- We know how to work within budget and towards strict deadlines

A traditional Recruitment agency/HR will speak about recruitment and its processes to find new talent, whereas an “extended bench” will speak about the industry they specialize in and the bench they have available, demonstrating who they have used on previous projects similar or identical to the assignment at hand.

Which will help your company reduce costs, mitigate reputational and financial risk and increase operational efficiency?

Coverage

- KYC (Know Your Customer)
- AML (Anti Money Laundering)
- Transaction Monitoring
- Redemption: repayment of a fixed-income security
- Refresh
- Screening
- Alert Clearing
- Anti-Financial Crime
- Financial Crime Prevention
- ABC (Anti Bribery Corruption)
- CTF (Counter Terrorism Financing)
- Regulation Compliance
- Tax Evasion
- Sanctions
- Fraud Prevention
- Data Protection
- Forensics
- Modern Slavery
- Market Abuse MLR's (Minimum Liquidity Ratio)
- JMLSG (An Organization to Help People in Financial Sectors Follow Legislation On AML And CTF)
- Bribery Act
- Risk-Based Approach
- Customer Due Diligence (CDD/EDD)
- Client Life Cycle Management
- PEP (Politically Exposed Person)
- Artificial Intelligence (Financial Crime & Compliance)
- Machine Learning (Financial Crime & Compliance)

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Tyler Sullivan
Group CEO



James Govey
CEO of MENA



Jamie Vohmann
Senior Consultant



Samantha Louise
Operations Manager & Head of HR



Harry Loannou
Consultant



Alafair Boudry
Executive Assistant to CEO

Team

We used Capitek for a specific task, starting in 2021 which was completed earlier this year. They sourced top-class consultants for us which enabled us to complete the required work, adding additional specialist resources that we lacked internally.

Ralph Beney, Finance Director, RP&C International

Capitek provided me with great quality contractors in the Financial Crime space for a number of years. They listened to my requirements as a hiring manager and would work their hardest to find me the best candidates. I really appreciate the team's persistence and collaboration and would be very happy to work with Capitek again.

Marsha La-Pierre, Head of Market Advisory, Ethics & Compliance

Capitek has presented great quality candidates in the field of financial crime from KYC analysts to Head of Financial Crime professionals, with proven experience. Great to work with and very efficient resulting in swift onboarding timescales with various options to suit the needs of the company.

Catherine Fleuty – Head of Group Financial Crime - Governance, Policy & Advisory, Legal & General

I can recommend Capitek both as a candidate and a client. All are very professional, personable, and knowledgeable on fast turnaround compliance engagements. Their pre-submission filtering of candidates is of a high standard, and all briefs are informative and concise.

Jon Ell, Director, FTI Consulting

I have worked with Capitek in recent years on various roles and appreciated their communication skills and ability to quickly address customer needs. they make things happen without any delays, they are professional and committed. Sticking to deadlines offers flexibility, listens, and provides solutions. Always look forward to our follow-up chats (btw scheduled and adhered to on the dot!) giving and receiving feedback in a very transparent manner, ultimately leading to a dialogue based on trust and respect. Strongly recommend collaborating with Capitek when KYC/Compliance expertise is needed, be it in the U.K. or the other European markets.'

Ciprian Vochitu – Head of KYC, UniCredit

Great to work with. Focuses on delivering with good follow-up.

Wiecher Mandemaker, Head of Compliance Testing and Monitoring Nordea

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Some
Of Our
Clients



CAPITEX

Ebury



valcon

Deloitte.



BDO

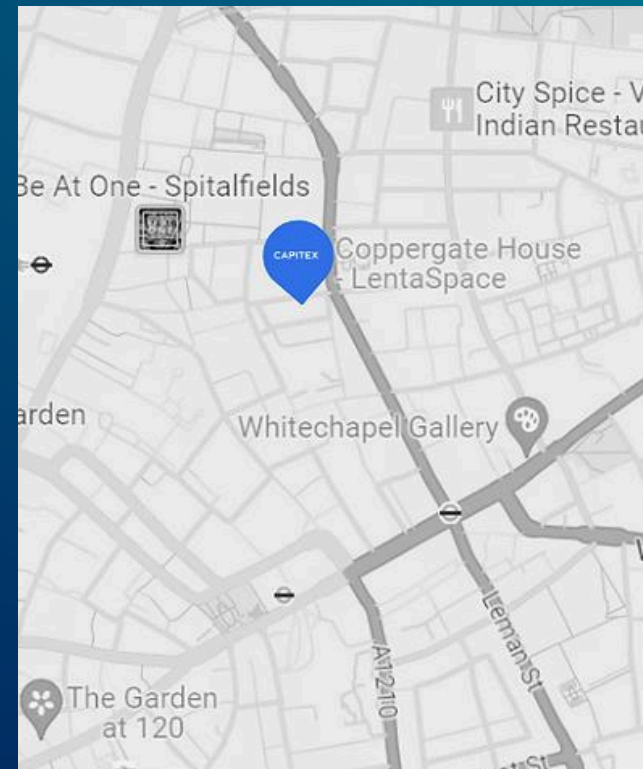
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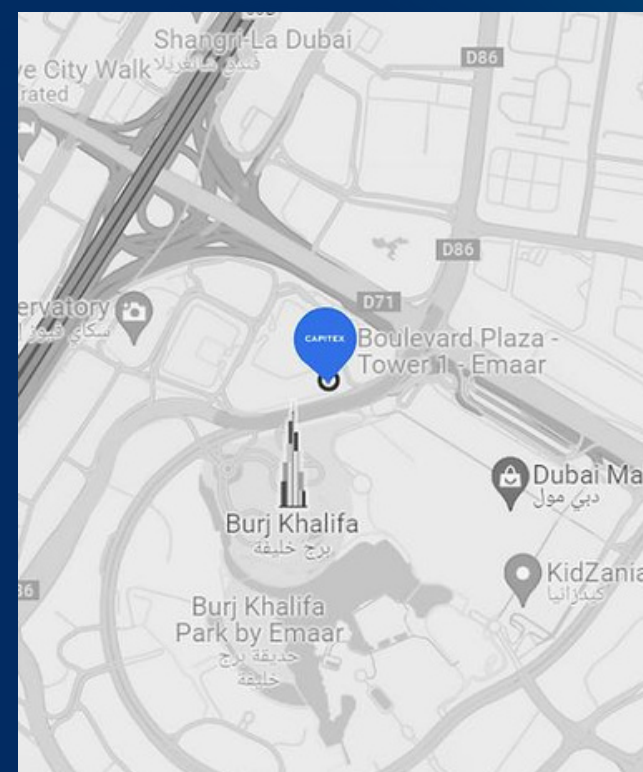
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