# IMTF x TMS Technology

A talent partnership at the heart of Swiss RegTech

We have been IMTF's primary talent partner since 2018. What started as a handful of Software Engineer searches in Zurich and Fribourg became something much stronger: a deep, working knowledge of a RegTech product company in full transformation... the founder, the roadmap, the culture, the scars. Over seven years, 60+ hires, and a company that doubled from 150 to 300 people, we supported in the delicate and innovative transformation across the entire organisation.

| 60+ | 94% | 4:1 | 85%+ |
|---|---|---|---|
| hires over 7 years | retention over 3+ years | candidate-to-hire ratio | offer-to-acceptance rate |

## Who is IMTF?

IMTF is a Swiss RegTech pioneer with over 35 years of history, building compliance, AML, and fraud detection software for financial institutions globally. When the founder's son joined the company in 2019, the ambition was clear: transform from a respected legacy vendor into a modern, cloud-native, AI-driven RegTech innovator with a growing international footprint. That transition needed the right people, in the right sequence, with a genuine tailored narrative behind each and every approach.

## What we built together

The hiring scope was broad and the challenges real. Zurich is one of the toughest tech talent markets in Europe; Fribourg, where IMTF is headquartered, has a tiny local pool; and Germany, Singapore, Luxembourg, and the UK each brought their own complexity. We did not treat these as individual searches. We treated them as a connected talent strategy, and we adapted the narrative to each position and market.

Just some of the functions we have covered across the seven years :

- Engineering: Software Engineers, DevOps, Cloud, Platform, QA, Engineering Management
- Product & Delivery: Product Managers, Project Managers, Business Consultants
- Data & AI: Data Science, ML Engineers, TechOps
- Commercial & Marketing: Head of Marketing, Sales, Business Development, Pre-Sales
- Leadership: CTO, Head of AI, Head of Controlling, Global Head of Professional Services, CPO

We successfully improved the offer-to-acceptance rate from around 50% to over 85%. All senior leaders we placed are still in post. The employer brand we helped build has gone on to win multiple industry awards. Results like these are built on partnership and knowledge, not transactions.

### The search that took four years... and was worth every one of them.

In 2021, we introduced a Head of Compliance with a growing passion for technology to IMTF's CEO. The personal fit was immediately apparent; the right role, however, did not yet exist. Rather than walk away, we stayed close... offering career guidance, encouraging the individual to pursue further technology studies at ETH Zurich, and keeping an open dialogue with IMTF's leadership about where the business was heading. Four years later, the timing aligned. We worked with IMTF to design a hybrid leadership role built around this person's unique profile, combining compliance expertise with technology delivery responsibility. A role that would not have existed without the relationship, and a hire that would not have happened without the patience to wait for it.

### Building the next layer…

As a company with deep Swiss roots, IMTF's growth has always required a careful touch; moving fast enough to compete, but with the cultural sensitivity that comes with building a serious, long-tenured organisation. The most recent step in that journey was the appointment of a Founding Board Member of ACAMS Switzerland into a newly created Global Head of Professional Services role. This was not a straightforward search. It required genuine access to a very small, senior community within Swiss RegTech and compliance... and the credibility to open a conversation that most recruiters would never have been invited into. The impact on IMTF's client-facing authority, internal credibility, and delivery capability has been immediate. This is what seven years of market presence actually buys.

## How we actually approach a RegTech search

No two searches in this space follow the same path, and the ones that look straightforward rarely are. Every search starts with research. Not a database query, but a genuine mapping exercise: where do the right people actually come from? Which companies, which communities, which career paths produce the profile we are looking for? In RegTech specifically, this often means looking across compliance functions, financial institutions, consulting practices, and product companies simultaneously... because the person who can do the job rarely has a CV that makes it immediately obvious.

From there, the approach is direct and personal. We are not broadcasting a job advert and filtering responses. We are identifying specific individuals, understanding their situation, and building a conversation around something that is genuinely relevant to where they are in their career. In a market where the best people are rarely looking, that is the only approach that consistently works and builds long term talent pipelines.

## Why this is relevant for any RegTech vendor hiring today

The RegTech hiring market is not like other markets. The talent pool at every level is genuinely smaller than most companies expect when they start hiring... and the complexity of finding the right people runs all the way from senior leadership down to individual contributors. Consider the specific challenges:

- The compliance, financial crime, KYC, AML, or fraud prevention professionals who understand the domain deeply enough to actually lead a product function
- The software engineers who have operated in real-time critical environments and truly grasp the engineering complexity that RegTech product development demands
- The machine learning engineers who can build the software layer around a model that needs to be deployed at scale on infrastructure that is not directly owned or controlled
- The sales professionals who can cross the boundaries of compliance domain knowledge, technology fluency, and commercial sharpness well enough to open conversations at banks and financial institutions around the world

These are not easy hires. They rarely appear through job adverts. And they are almost never actively looking.

The IMTF story is the proof of concept. But the methodology travels. Whether you are building an engineering team around a new product, filling a leadership gap at speed, or trying to access a passive market across Europe, APAC, or the US... the approach is the same: understand the DNA of the need, build a story that resonates, and find the people who are not waiting to be found.

**Samuel Sutcliffe, Director | TMS Technology**
samuel@tmstechnology.net | www.tmstechnology.net

TMS TECHNOLOGY