

The logo features a red lightning bolt striking through the word "RedCompass".

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
for ALL



Find bad
payments and
disrupt
financial crime
to protect
people

Here's how we do it

Our focus

Payments

- Deliver Instant & cross border payments
- Reduce reliance on vendors for payment infrastructure
- Build the future of interoperability

Financial Crime

- Digital RedFlag Accelerator & Investigation guides
- Human crime consulting
- Financial crime platform upgrades (AML, sanctions, fraud)

What we provide

Thanks to our world-class payment experts and technology accelerators we provide:

- Payment Integration Technology services
- Payment Expert Services
- Payment Platform managed services

Using our award-winning gold standards of human crimes red flags (the RedFlag Accelerator) and our world-class financial crime expertise, we provide Financial Crime Disruption services across the board.

WE SUPPORT OUR CLIENTS FROM ACROSS THE WORLD



RedCompass Labs in numbers

140+

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

Today we have over 145 specialists based in our offices in London, Warsaw, Tokyo, Singapore, North America, and 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.

21

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.

Our growing portfolio of projects

Our clients

HSBC 

 MUFG

 SMBC

 ncs

 NatWest

Nordea

MIZUHO

 Nationwide

LLOYDS BANKING GROUP 

BANKIFI

 NATIONAL BANK OF CANADA

 BARCLAYS

FIS

 SWIFT

RedCompass Labs has delivered over 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.

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...

So, what makes us special?

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 treat **them** as unique; we solve **their** specific problems, we provide solutions that are right for **them**. We can be counted on 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.

We are a world-wide team!

Being a team is not just about delivering work together.

It's about the breadth of experiences and stories that we all carry with us.

To help us connect and get to know each other better and better, we gather annually and... let's be honest, we have lots of fun!

Have look at our latest RedX annual conference in this video!



Developing our people

RedCompass Labs understands the value in our people **continuing to learn and develop** in their careers. For this reason, we offer several career development opportunities.



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, award winning golden standard of financial red flags that enables financial institutions to accelerate the search of Modern Slavery, Human Trafficking 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

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 to neurodivergent employees.** 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 to our communities. Particularly, to our children.

As part of our mission, every year RedCompass Labs supports several charities, including the following:

- **RedTribe (Kenya)**, a charity dedicated to bring hope for a better future for traditional Maasai communities living in the remote region of Kenya.
- **Oxford Gardens Primary School (UK)**, a London-based school that was heavily impacted by the Grenfell Tower fire in 2017.
- **De Lift Education (Belgium)**, a cutting-edge secondary school that caters to the unique learning needs of young neurodivergent people.
- **Villa Indigo (Belgium)**, a respite home that provides a haven for children with illnesses that require significant care, and whose outlook is often uncertain.
- **Rackets Oncology Foundation (Poland)** – an organisation dedicated to support people suffering from cancer and their relatives.

We are also a participant of **the UN Global Compact**, the largest corporate sustainability initiative in the world.

Want to know more about us?

Take a peek at our day-to-day life!





**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 have returned to a working model of a minimum of 8 days in the RedCompass Labs office per month, except in special circumstances. 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

Our package includes 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
- Counselling for neurodivergent employees

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!**



RedCompass
Labs

Join us!

We are looking forward to meeting you!



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redcompasslabs.com

