

The Financial Technologist

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HARRINGTON STARR
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THE ULTIMATE FINTECH WORKPLACE AWARDS 2019

ALSO
ANNOUNCING THE
FIRST EVER STEP FORWARD
INCLUSION CHAMPIONS

FINTECH FOCUS



HEAR FROM SOME OF INDIVIDUALS RECOGNISED FOR THEIR INNOVATION AND INFLUENCE AS WELL AS SOME OTHER LEADING NAMES FROM ACROSS THE INDUSTRY



ANTHONY AMICANGIOLI
Founder and CEO, HPR

Headquartered in Boston, HPR is a leading provider of high-performance enterprise technology solutions that power the industry's leading brokers, clearing firms, market makers and quantitative hedge funds.

Since launching in 2011, HPR has become a top player in the electronic trading space. Its technology is used by dozens of the industry's most sophisticated trading firms around the world, solving many of their most complex technical problems. The HPR platform supports low-latency trading in all the major financial markets globally and handles double digit percentages of daily equities trading volume in the U.S. and Australia.

Why do you think HPR's been selected as an Ultimate Fintech Workplace?

We founded HPR on the belief that the combination of a superior technology platform with a team of smart people can create a company that does truly great things.

Eight years in, we believe we are now well on our way to achieving that goal. While our award-winning, innovative platform may be the initial attraction for our talent, the culture is what keeps our team successful and happy. Quite simply, our culture is one that prizes collaboration and continual skill development. While a major player in the industry, we also remain small enough that everyone – regardless of role – has a direct impact on our success.

With so much competition for talent in the fintech space, what is the secret ingredient to HPR's employee engagement?

Since inception HPR has been able to

maintain a start-up atmosphere, despite a large growth cycle over the past year, where everyone is deeply committed to our success and our mission of delivering world-class products and even better service to our clients.

How do we keep people focused on this mission? To start, every person has a tremendous amount of responsibility, which means they know they are critical to our success. Whatever their role – product development, client support, day-to-day operations, talent acquisition or other areas – each of our team members plays a fundamental role that directly impacts our organization and directly contributes to our growth.

We also try to facilitate an environment that promotes innovation and collaboration, which is why the people

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at HPR tend to not only be smart, but welcoming and eager to help train and develop those around them as well. Obviously, the ability to achieve financial success is an important draw for talent, but so is finding a company that you enjoy going to work for every day. We know that's a rare combination, and consequently we are very committed to protecting this culture we've worked so hard to build.

What stands out for your employees working for HPR?

In our experience, technology professionals are motivated first and foremost by the opportunity to learn and grow. Technologists tend to be a curious bunch, so being able to scratch that itch professionally by developing new skills – or helping others develop theirs – is a sure-fire way to keep staff engaged. Fortunately for us, HPR's technology sits at the intersection of multiple disciplines -- hardware, software, networking and cloud – which means that our engineers develop a truly

holistic set of skills. We also understand that each person brings a different background, but rather than try to shoehorn people into roles for which they're not suited, we allow our team to build on their strengths and improve on their weaknesses.

This culture – where employees are constantly developing their skills and supporting others in the same pursuit – drives our innovation. Our product architecture is built through an approach that supports collaboration and allows our engineers to share work and easily cross-train.

We also believe it is important that our employees utilize and improve their leadership skills. Our talent is given a great deal of ownership on projects, providing engineers the ability to take a project from design to creation to deployment in production, then subsequently support their work in the field with clients. This autonomy prevents micro-managing and allows each of our team members to be a

leader and take pride of ownership in the work they do.

Outside of developing high-quality technology, HPR also provides fun in-office employee perks: VR, foosball, ping pong and free Friday lunches, as well as regular team events ranging from laser tag and bowling to sporting events and volunteer activities. Although cliché, we really do believe that a team that enjoys each other's company outside of the office will in turn be happier and more productive. We encourage our team to take breaks during the day and get to know their team members on a more personal level.

What is your company looking to achieve in 2020?

2020 will be a year of continued growth for HPR. As noted in a recent profile of HPR in The Wall Street Journal, "...many banks are managing the rising technology needs of their trading operations by turning to HPR." We have seen a rapid uptake in the banks trading on our platform and as a result, many of the world's top trading firms leverage our technology each day.

To support this rapid client growth, we are putting a tremendous amount of energy into building our team across all functional areas – technologists, sales and marketing staff, business operations, etc. It's an incredibly exciting time for the firm, but we are keenly aware that our continued success will require us to maintain the collaborative, innovative and entrepreneurial environment that's gotten us to this point.