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Baton Systems: talent acquisition and retention in 2023

As India Director of Baton Systems, Sonia Bathija plays a crucial role in the company's growth and operations. In her role, she is responsible for handling legal matters, audits, finance, infrastructure, administration and building a strong employer brand. On the software front, she is passionate about agile practices, program tracking and leads various initiatives across different departments including testing, release, customer service, and human resources.

Last year, Bathija and her team made significant progress in their recruitment efforts, working with various consultants to identify top talent suitable for Baton's domain and technology across India. The recruitment initiatives included partnerships with top colleges in Kerala and Tamil Nadu.

One of the biggest challenges Bathija faces in her role is talent acquisition and retention. The fast-paced and constantly evolving job market, as well as the flexibility available to job candidates, makes it a challenge to attract and retain top talent. To address this, Baton Systems has made a concerted effort to create

an efficient recruiting process that offers candidates a fair and fast experience, with a focus on ensuring a good candidate experience.

Retention is also a key focus for Baton Systems. Many of the engineers and new graduates who joined the company in 2017 have now moved into leadership roles. The company invests time in mentoring its employees and provides them with opportunities to work and interact across teams and with customers. Additionally, the company provides training in both technical and soft skills to help employees develop their careers and keep morale high.

Diversity and inclusion are also important values at Baton Systems. The company has always sought to welcome employees from all walks of life and has a balanced mix of men and women. Additionally, the company supports the PRIDE initiative and has implemented inclusive policies in its workplace and employee benefits.

Baton Systems also has a strong representation of women in leadership roles, including Bathija herself. Women lead initiatives in product and program



Sonia Bathija,
India
Director,
Baton
Systems

management, as well as engineering. The HR team is also entirely led by women.

Moving forward, Bathija believes that the company's Core platform and technology will be key factors in attracting and retaining top talent in the coming year. Employees will have the opportunity to work on cutting-edge technology, handle complexity, upgrade software at banks, work on security, understand performance expectations, and more.

Finally, Bathija sees tremendous scope for growth for Baton Systems in the coming years. As the company expands its reach to global Tier 1 Banks in the collateral, foreign exchange, payment, and liquidity space, it will continue to mature its processes and the variety of its implementations, providing even better support to its users. Baton Systems has always dared to be different and has made its mark on the FinTech industry by choosing to tread the path less traveled, and will continue to do so in the years to come.

