

IN-DEMAND SKILLS FOR FINTECH

Hard skills	Administrative & management	Data-related	Software & technology
	Portfolio management	Data structure (ie, SQL)	Web development (HTML/CSS)
	Knowledge of financial markets	Data visualisation (Tableau)	Computer skills (Office Suite, CRM Systems)
	Project management	Data analysis (R, MySQL)	Workflow programmes (Zaper/Airflow)
	Business development	Data-driven decision-making	Coding (Python, Java, C++, Solidity, PHP)
	Financial regulations	Data cleaning	Digital tools (Canva, Google Analytics)
	Risk management		Application of financial technology (API, Cloud, AI)
	Cybersecurity		
	Product management		
	Digital marketing		

Soft skills	Communication	Leadership	Uses teamwork to achieve common goals	Decision-making
	Written & oral communication	Motivational & inspiring	Works cross-functionally	Analytical & problem-solving abilities
	Presentation skills	Networking abilities	Works to achieve common goals through teamwork	Critical thinker
	Social & emotional intelligence	Wins audience over with good storytelling	Ability to delegate, negotiate, & co-ordinate	Driven by logical thinking

Mindsets	Innovative	Entrepreneurial	Accountable	Comfortable with ambiguity
	Customer oriented, able to solve long-standing issues through creative solutions	Resilient, adapts quickly to changes & perseveres through tough situations	Sense of responsibility & ownership	Takes initiative, works with limited instructions & information