

Our weekly catch-up recommended podcasts, articles and webinars.

21st February 2025, Week: 8

A note from Andrew :

In another busy week in the world of Fintech, Risk and Compliance this report really caught my attention:

LinkedIn's 2025 Future of Recruiting Report: Key Findings

The report reveals significant shifts in recruitment strategies that we hope align with PAT Fintech's mission to prepare graduates for the evolving financial technology landscape.

Highlights of the report included:

- **73% of talent acquisition professionals** agree that AI will fundamentally change how organisations hire
- **AI adoption is accelerating** while helping recruiters automate routine tasks and focus on strategic activities
- **Top benefits of AI in hiring** include:
 - Improving hiring efficiency (70%)
 - Boosting job post effectiveness (47%)
 - Expanding talent pools (39%)
 - Enhancing candidate experience (37%)
 - Increasing quality of hires (33%)

Challenges in AI Implementation

Despite its potential, organisations face hurdles when implementing AI:

- Data privacy/security concerns (37%)
- Budget limitations (36%)
- Accuracy concerns (33%)
- Uncertainty about where to start (32%)
- Legal/compliance issues (31%)

Skills-Based Hiring Gaining Momentum

- **93% of TA professionals** believe accurately assessing a candidate's skills is crucial for improving hire quality
- Skills-based hiring addresses talent gaps by prioritising capabilities over degrees or job history
- This approach unlocks untapped talent pools, improves role alignment, and drives quality hires

Quality of Hire Becoming Priority

- **61% of TA pros** believe AI can improve how they measure quality of hire
- Organizations are increasingly focused on long-term value over speed
- AI tools provide predictive insights that help measure hiring effectiveness

At PAT Fintech all our programmes focus on developing the precise technical and soft skills that employers value most, preparing our learners/graduates for a hiring landscape increasingly focused on capabilities rather than credentials.

The LinkedIn report emphasizes, "by mastering AI tools, recruiters can evolve into strategic talent advisors ready to navigate change," and similarly, PAT Fintech is preparing graduates to position themselves as strategic talents who can harness AI while contributing uniquely human perspectives in tomorrow's fintech workforce.

Happy Friday!

Andrew Quinn
Director– PAT Fintech
February 21st February 2025

A Note from Jacquie:

The PAT Fintech Faculty is in full motion as we anticipate *The Gathering* on **April 15th**—an event that promises to be a pivotal moment for fintech professionals and enthusiasts alike. We encourage all students and professionals to seize this opportunity by **registering here**: [Eventbrite Link](#).

One of the key aspects I emphasise when discussing career development is the **importance of networking**. Events such as *The Gathering* provide a structured yet dynamic environment to build and expand professional connections. As a personal challenge for the day, I encourage attendees to:

1. **Reconnect** with a classmate, colleague, or faculty member.
2. **Seek an introduction** to a new professional contact.
3. **Facilitate connections** by introducing someone to another attendee.

This simple yet effective approach fosters meaningful relationships and strengthens professional networks.

The Fintech Gathering – A Must-Attend Industry Event

Co-hosted by PAT Business School and TU Dublin, *The Gathering* will bring together leading voices in fintech to explore the **latest trends, challenges, and opportunities** shaping the industry.

Event Highlights:

- Opening Address** – Welcome insights from TU Dublin and PAT Business School.
- Keynote Session** – A thought-provoking address by a prominent fintech expert.
- Panel #1: Operational Resilience** – Strategies to navigate industry challenges and ensure stability.
- Panel #2: AI & AML** – The evolving role of AI in transforming Anti-Money Laundering practices.
- Panel #3: Fintech Careers** – Exploring career trajectories and opportunities in the fintech landscape.
- Networking & Social Sessions** – Engage in meaningful discussions over coffee and post-event interactions.

This event is designed to **inform, inspire, and connect** professionals across the fintech ecosystem. Whether you are an experienced industry leader or embarking on your fintech journey, *The Gathering* offers invaluable insights and networking opportunities.

 **Secure your place today and be part of the conversation shaping the future of fintech.**

Have a great Week!

Jacquie Ryan

Programme Manager PAT Fintech



Articles:

- [Navigating the NFC Shift: A Game Changer for Digital Wallets?](#)
- [Deloitte 2025 Banking Regulatory Outlook](#)
- [ECB Banking Supervision Newsletter](#)
- [Gender and Sustainable Finance – International Sustainable Centre of Excellence](#)
- [The ESAs provide a roadmap towards the designation of CTPPs under DORA](#)
- [Lawyer conned out of more than €750,00p in romance scam involving diamonds and a fake Irish law firm](#)
- [ESMA consults on the criteria for the assessment of knowledge and competence under MiCA](#)
- [Where are the EU member states with setting up their AI Act enforcement?](#)
- [Small teams are the future](#)
- [AI Agents are the future?](#)
- [Working Paper Series – Digital money and finance: a critical review of terminology](#)
- [The Death of Excel in Risk Management: Why AI is the Future of Operational Risk](#)
- [Common Challenges in Cybercrime](#)
- [Monitoring online illegal wildlife trade](#)
- [UKFIU – SARs in Action Magazine](#)

Webinars/Events:

- [PAT FinTech ‘The Gathering’ 15th April \(In Person\)](#)
- [Economic Priorities- An address by the Governor of the CBI \(Feb 20th online and in person\)](#)
- [AML Fines 2024 Review \(Fenergo, online 25th of February\)](#)
- [Benchmarking KYC \(Fenergo, online 11th March\)](#)
- [The State of Financial Crime: Navigating Global risks, AI. And Key Regulatory Milestones in 2025](#)
- [The Potential of Permissionless Blockchains in Finance 20th February \(Online\)](#)
- [European Digital Finance Association \(EDFA\) Stars of FinTech Series](#)

Podcasts/Online:

- [Introduction to money laundering and how solicitors are targeted](#)
- [From Sanctions to AI Disruption: How Compliance Officers can Navigate the Rapid pace of Change](#)

Careers Hub:

Career Development

- [20 Most Asked AML & EDD Interview Questions by Recruiters](#)
- [Webinar \(HILT\) – How to interview for the public sector](#)
- [The Future of Recruiting 2025 – How AI redefine recruiting excellence](#)

Job Postings

- [Elevate Partners – Compliance Officer](#)
- [Uber – Risks and Compliance Specialist I – Document Fraud](#)
- [KYC Officer \(Cork\)](#)
- [Risk and Compliance Specialist](#)