



WALL STREET CAREERS

RETAINED SEARCH · INTERIM CONSULTING · TALENT MARKETPLACE

Human capital solutions for the financial services industry



Executive Search Firm · Est. 2001 · New York · Palm Beach · Atlanta

wallstreetcareers.com

WHO WE ARE

Twenty-five years placing leadership in finance

Wall Street Careers is a retained executive search firm built exclusively for the financial services industry. Since 2001 we have connected top-tier professionals with leading firms, from investment managers and institutions to high-growth platforms, pairing a vast relationship network with disciplined, research-driven execution.

Our work spans retained search, interim consulting, and a specialized talent marketplace, a full suite of human capital solutions under one roof.



25+

Years of search expertise



1M+

Candidates in our database



45 to 120

Days to complete a search

THE CHALLENGE

A single leadership hire can make or break a fund.



Slow to fill

Traditional searches drag for months while critical seats, and revenue, sit empty.



Confidentiality at risk

Replacing a sitting executive demands discretion that broad, open searches cannot protect.



High cost of a miss

A mis-hire at the C-suite or MD level resets strategy and compounds for years.

Wall Street Careers is built to solve all three: faster, quieter, and with conviction.

A full suite of human capital solutions



Retained Search

Board, C-Level and VP-MD searches across financial services, completed faster than traditional firms.

- C-suite & complex mandates
- Stealth / confidential search
- 45-to-120-day delivery



Interim Consulting

Specialized buy-side and sell-side consultants, scoped and managed with a try-before-you-buy option.

- Project-based talent
- Payroll & admin handled
- Scalable, flexible bench



Talent Marketplace

A specialized job board connecting employers and candidates directly through AI-driven matching.

- AI / ML matching
- Direct connections
- Finance-focused audience

A disciplined, end-to-end process



We specialize in Board, C-Level and VP-MD leadership across the financial services landscape, combining a network built over twenty-five years with meticulous research and transparent communication.

01



Develop a Roadmap

Map competitors and outliers; define talent strategy and search execution plan.

02



End-to-End Recruitment

Partners lead origination, screening, selection and offer negotiation.

03



Stealth Search

Operate discreetly to complete engagements within 45 to 120 days.

04



Exclusive Contacts

Tap a 25-year network of finance and technology relationships.

05



Comprehensive Research

Data acquisition, compensation analysis and 1M+ candidate reach.

Leadership we place



Completed C-suite, board and senior mandates span every function of a modern financial firm:

Chief Executive Officer

Chief Financial Officer

Chief Investment Officer

Chief Operating Officer

Chief Technology Officer

Chief Risk Officer

Chief Compliance Officer

Chief Data Officer

Chief Revenue Officer

Chief Marketing Officer

Chief Product Officer

Chief Strategy Officer

**Chief Administrative
Officer**

General Counsel

Department Heads

VP | MD Complex Search

Specialized talent, on demand

We deploy highly specialized consultants that let firms streamline operations and scale workforce capability, with scope, deliverables and administration fully managed.

- Collaborative partnership that defines scope, tasks and deliverables
- Onboarding, timesheets, payroll and benefits handled for you
- Scalable bench with a try-before-you-buy option to assess fit

SPECIALIZED POSITIONS

- Business Development
- Marketing | Investor Relations
- Operations Specialists
- HR | Corporate Recruiters
- Project Managers
- Legal | Compliance
- Data Science
- CFO | COO | CTO
- General Counsel
- Engineers & Developers

A specialized job board for finance



Our talent marketplace connects employers and candidates directly through an AI-driven job board purpose-built for the financial services community, extending our reach beyond retained mandates.



AI-driven matching

Machine-learning models pair candidates and roles on skills, experience and fit, not just keywords.



Direct connections

Employers and candidates connect without intermediaries, compressing time-to-hire.



Finance-focused reach

A curated audience drawn from 1M+ candidates across the financial services industry.

CLIENTS WE SERVE

Across the financial services landscape



Alternative Investments

Asset Management

Broker Dealers

CLO | Tradeable Credit

Endowments

Family Offices

Fintechs

Hedge Funds

Insurance Companies

Investment Banks

Merchant Banks

Pension Funds

Private Credit

Private Equity Funds

Service Providers

Technology Companies

The edge of a boutique. The reach of a network.

25+

Years in financial search

1M+

Candidate database

45 to 120

Day search delivery

3

Offices: NYC, PB, ATL



Faster than traditional search

Disciplined execution completes engagements in a fraction of the typical timeline.



Discreet by design

Stealth searches protect sensitive transitions for clients and candidates alike.



Research-led conviction

A dedicated research team, compensation analytics and deep data behind every shortlist.



Partner-led, end to end

Senior partners, not junior associates, run origination through to close.

Partners who run every search



Steve Fleming

FOUNDER | CEO

Since 2001, Steve has led business development, client origination and operational oversight. He was previously an Executive Director at Options Group, one of the largest financial-sector retained search firms. A U.S. Navy veteran (Counter-Narcotics, South America) and holds a B.S. in Business Economics from SUNY Oneonta.



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Oren Gold

CO-HEAD | MD

Oren brings 25+ years managing specialized searches across Alternative Investments, Asset Management, Institutional Investors and technology. A trusted advisor to clients' C-suite and front-, middle- and back-office needs, he launched WSC's staffing business in 2001 and holds a degree from Hofstra's Frank G. Zarb School of Business.



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Let's find your next leader.

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