SHORTLIST & MARKET REVIEW

VP Engineering — fictional example

Prepared for Example Payments — fictional client

27 OCTOBER 2026

2 PROFILED
1 TIER 1

EXECUTIVE SUMMARY

VP Engineering — fictional example

FOR EXAMPLE PAYMENTS — FICTIONAL CLIENT

BRIEF

Fictional brief: regulated payments delivery, experience leading managers and a UK base. Agree the team scale and London working pattern during calibration.

SHORTLIST RATIONALE

Illustrative field only. Neither candidate is real or has been contacted. Tier 1 marks the closer payments example; Tier 2 provides a platform-delivery comparison. Tiers are recruiter judgement, not confirmed interest.

2	1	1
TOTAL PROFILED	TIER 1	TIER 2

TIER 1 CANDIDATES

01 **Maya Collins**
Engineering Director · Payments

MC

TIER 1

Maya Collins

Engineering Director · Payments

Manchester, United Kingdom · Example Bank A (fictional) · 9 yrs experience

CAREER TRAJECTORY

Engineering Director
Example Bank A (fictional)
2023 – Present

Head of Engineering
Example Payments B (fictional)
2020 – 2023

Engineering Manager
Example Software C (fictional)
2017 – 2020

WHY THIS CANDIDATE

Fictional assessment: payments delivery is the closest match to the brief. Confirm the scale of leadership and the proposed London working pattern. Interest and availability are not established.

EDUCATION

Example University (fictional)
BSc Computer Science

DO

TIER 2

Daniel Osei

VP Engineering · Platform delivery

London, United Kingdom · Example Platform D (fictional) · 10 yrs experience

CAREER TRAJECTORY

VP Engineering
Example Platform D (fictional)
2022 – Present

Director of Engineering
Example Marketplace E (fictional)
2019 – 2022

Engineering Manager
Example Software F (fictional)
2016 – 2019

WHY THIS CANDIDATE

Fictional assessment: platform leadership offers a useful comparison. Regulated payments delivery remains to be tested. Confirm personal responsibility for the work before making a recommendation.

EDUCATION

Example Institute (fictional)
MSc Software Engineering

END OF REPORT

VP Engineering — fictional example

2	1
PROFILED	TIER 1