The Firm

XTX Markets ("XTX") is a leading quantitative-driven electronic market-maker partnering with counterparties, exchanges and e-trading venues globally to provide liquidity across asset classes. XTX provides consistent liquidity, helping market participants throughout the world obtain the best prices, regardless of changing market conditions.

The aim is for XTX to play a vital role in markets by contributing low market impact liquidity across the equities, fixed income, foreign exchange and commodities markets. The core of XTX's liquidity provisioning activities is a proprietary "fair value" model in combination with the utilisation of sophisticated technology. XTX also has an award winning eFX trading platform which it provides banks, brokers and other financial institutions with continuous FX and precious metals liquidity.

Culture

XTX is not "just another financial services company", beyond our adherence to the relevant regulation and codes of practice governing our sector within countries where we operate, we view ourselves differently.

For XTX, providing liquidity to financial markets and their customers represents an enormous and difficult set of forecasting problems, the resolution of which requires solving ever larger data and technology problems. To achieve our goal requires exceptional levels of innovation, scientific skill, hard work and passion to provide the best possible value for those individuals and organisations needing access to the markets.

XTX is a company that rewards people on merit and excellence, not necessarily on experience, avoiding the bureaucracy of large organisations. Work is fast paced, we ensure decision making is efficient and changes are quickly implemented.

People working at XTX enjoy a culture of trust, innovation and scientific rigour. It's a collaborative and friendly environment where people are highly engaged with their work.

The Position: OTC Trading System Developer

Our front office OTC market making system:

- **Offers continuous liquidity in 5 asset classes**: 1000s of instruments, 100,000s of simultaneous quotes.
- **Speaks ~70 market data and trading protocols**: built from scratch on top of Java NIO.
- **Is particularly big in Foreign Exchange**: it's the 3rd biggest liquidity provider globally (Euromoney 2018 survey) – the first non-mega-bank to enter the top 10.
- Serves our clients either **via our API directly** (hundreds), or **via technology intermediaries** (dozens).
- Is written and maintained by a **single-digit headcount team**.

Our team also maintains:

- *Real-time GUIs* (down to the draw calls) and a pub-sub system that records and replays 3 billion events per day.
- A post-trade analytics system permitting detailed analysis of *100s of millions of trades in milliseconds*.
- A performance monitoring system that records *50 billion metrics per day*.
- A cloud-based client services platform: so we can surface *real-time analytics back to clients* via the web.

A successful candidate will be:

- *A very strong Java developer*: Our system is overwhelmingly written using modern Java. Our requirements are unusual, and often standard libraries make unacceptable trade-offs. We expect you to be able to design low level data structures and algorithms to fit particular performance characteristics. Our developers have a deep understanding of how the JIT compiles code and what this means for the execution pipeline of a modern CPU.

- *Highly numerate:* You will be working all along the real-time pipeline of our trading system, from market data handlers through signal calculation through price construction, including post-trade analysis. Being able to reason with precision about numerical algorithms and approximations is critical.

- *Proactive about taking responsibility*: Our team has a very direct impact on profits, very little bureaucracy, and no place to hide. You'll be expected to take on multiple roles - including gathering requirements, development, testing, performance monitoring, and build and release management.

- *A testing geek*: We release multiple times a day and there's very little margin for error. We strongly depend on our suite of automated tests for the confidence to make dramatic changes reliably.

- *A software minimalist*: We see maintaining a flexible, lightweight, modern codebase as a competitive advantage.

- *Familiar with distributed systems*: Our trading system consists of around 1000 heterogeneous microservices coordinating state via an in-house low latency distributed ledger. Familiarity with consensus algorithms, distributed locks and logical clocks are increasingly important to us.