



GLOBAL

INDUSTRY INSIGHTS

# **The Real Alpha:** Unleashing Talent in Quantitative Finance Hiring



## Contents

- 03. **Introduction**
- 04. **An Overview of the Quants Space**
- 06. **Strategies for Successful Hiring of Quants**
- 08. **The Hottest Markets Right Now**
- 09. **Salary Guidance Overview**
- 10. **USA Salary Guides**
- 11. **Europe Salary Guides**
- 12. **APAC Salary Guides**
- 15. **Placement Statistics**
- 17. **Women in Quants**
- 18. **10 Recommendations to Hiring Managers to Encourage Better Diversity**
- 19. **3 Key Takeaways for Hiring**
- 20. **3 Key Takeaways for Professionals**
- 21. **Summary**
- 22. **About Us**
- 23. **Contact Us**



P04.

An Overview of the Quants Space



P06.

Strategies for Successful Hiring of Quants



P17.

Women in Quants



P19.

3 Key Takeaways for Hiring



P21.

Summary



## Introduction

The demand for highly skilled Quantitative professionals is continually increasing in the financial services industry. With the limited availability of talent, frankly it can be a challenge for employers to hire and just as importantly retain the best of the best. Similarly, professionals with the right skills and expertise in Quantitative Analytics, Research & Trading can find themselves in a position of too much choice, with a wide range of attractive opportunities all vying for them.

In this competitive market, employers must do everything they can to capture the attention of the best prospects and offer them incentives to stay. Those hiring must create an attractive package of benefits and ensure they offer a positive working environment, detailing career progression, recognition, and rewards.

For professionals, understanding the market is the key to making informed decisions and finding the right role for them. Naturally, many are curious about whether their pay matches their peers when they are so necessary.

Our report provides detailed salary guidance, covering key hiring trends, the hottest markets in the world of Quants right now, and recommendations for companies seeking to attract and retain top talent.





## An Overview of the Quants Space

The rise of Quants-driven strategies has opened up new possibilities and challenges in finance. The need for precise risk management tools, the prevalence of automated trading systems, and the growing emphasis on algorithmic trading have become integral aspects of the financial services industry.

As a result, the need for skilled Quants remains high, leading to intensified competition among hiring managers for the limited talent pool available in this specialized field. The dynamics of this evolving landscape present both exciting opportunities and challenges for those in Quantitative Finance.

### SHORTAGE OF TALENT

One major issue for firms looking to hire Quantitative Analytics, Research & Trading specialists is the shortage of qualified candidates for these positions. With the need for Quants intensifying, the supply of experienced professionals is struggling to keep up.

Another challenge is the difficulty in retaining Quants. Turnover rates can be high as experienced professionals often know they can find higher-paying positions or other opportunities elsewhere. This could be a major problem for companies who are looking to build out their Quantitative Finance desks, and want to maintain a stable and experienced Quants workforce to take projects to fruition.

Despite efforts to increase the number of underrepresented minorities and women in the STEM fields, the numbers remain low.

According to the World Economic Forum, less than 30% of the world's researchers are women<sup>1</sup>. In the USA, latest statistics show that under a quarter of the STEM workforce are minority groups, and only 3% have a disability<sup>2</sup>.

Ultimately this can lead to a lack of diversity of thought, with various research studies proving that having a diverse workforce can lead to increased innovation and productivity.

Companies must find ways to attract and retain talent in order to remain competitive.





## An Overview of the Quants Space

### EMERGING TECH & AI

Emerging technologies in finance are creating more opportunities and impacting the roles of Quants. Quantitative Analysis is becoming increasingly important in the financial industry, as organizations look to leverage data-driven insights to inform decisions.

The prevalence of AI as an easily accessible tool to basically everyone, including investors of both discretionary and Quantitative philosophies, means it won't be long before the entire history and theoretical knowledge base of investing is encoded in software. The boundaries between ideas and strategies that come from the human mind vs the mind of a machine will start to disappear. Technical skills and knowing how to harness the capabilities of AI will therefore only continue to become more prevalent and desirable.

### BUY SIDE & SELL SIDE

The buy side is witnessing a trend of ongoing consolidation among multi-managers. Smaller firms are finding it harder to compete, and some are opting to join forces with larger entities. In order to attract and retain top-tier portfolio management talent, multi-managers are investing in technology, bolstering their operations, and expanding their research, modeling, and execution teams to enhance the appeal of their platforms. Consequently, hedge funds are experiencing significant hiring activity, showing a growing appetite for professionals with traditionally sell side backgrounds. This shift indicates a change in the industry dynamics and presents a favorable environment for those seeking opportunities in the buy side space.

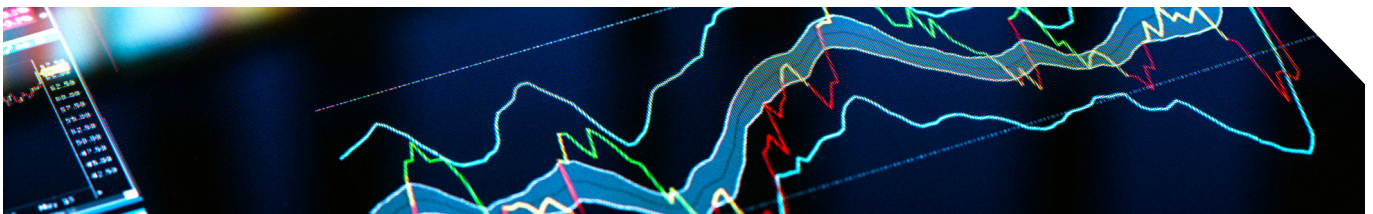
The sell side has been experiencing minimal growth within rates, investment grade, high yield bonds, and credit algo. The industry has witnessed cost-cutting measures and mass redundancies, with certain banks grappling to navigate the uncertain landscape. Recent events, such as UBS acquiring Credit Suisse, have underscored the need for strategic adjustments.

However, despite the current setbacks, there is a positive outlook for 2024 as banks gear up for potential growth in their personnel. This hopeful anticipation signals a potential revitalization and resurgence in sell side Quantitative Finance, paving the way for new opportunities and advancements in the field.

“There has also been an interesting trend of senior individuals moving from the sell side to the buy side, which is gathering momentum. As portfolios become more diversified and more niche, firms need professionals who have greater knowledge, which tends to come from the sell side due to more overall exposure to building relationships.”



**Matthew Rooney, Associate Director, London**  
**Head of Quantitative Analytics, Research and Trading**





## Strategies for **Successful Hiring of Quants**



To successfully hire in this landscape, we implore businesses we work with to implement five key recruitment strategies to increase the probability of securing their preferred financial services professional.

### **1** BE HUMAN

People join people, not companies. By personalizing the interview process, you can reflect your team's culture and identity. Get to know someone outside of their technical skills and project experience in an interview, because good talent wants to join collaborative and welcoming teams.

As part of this process, offering authentic communication with someone makes a difference. A hiring manager should stay in contact with those interviewing from when they decide to offer until that person is able to start. Bring them onsite to meet the team in person or go out for coffee, share relevant publications to help them prepare, and you may even want to invite them to team outings that take place before they start.

### **2** BE FAST

Progress people in a timely manner, and give interview feedback ideally in 24 hours. Be available for consecutive weekly interviews, and conduct superdays where possible. The average interview process should take no longer than 3-4 weeks from first round to offer.

When you identify someone with high potential, regardless of where they are in the interview process, be proactive in getting approvals for compensation, background checks, immigration, and anything else that can slow a process down.

Also don't wait for someone to be in final stages elsewhere before deciding to progress. If there is interest in moving forward, don't hesitate to take next steps, otherwise another firm will hire them.



## Strategies for Successful Hiring of Quants

3

### BE ON POINT WITH YOUR COMPENSATION PACKAGE

Offers should be best and final. It is that simple. A competitive offer includes first year guarantees, bonus buy outs, sign-on bonuses, relocation assistance, and external title promotions.

4

### BE FLEXIBLE

It is safe to assume the debate over in-office vs. flexible vs. remote work will continue for years to come. But those companies that remain agile and open to changing priorities will fare best in the competition for talent in a tight candidate pool.

Professionals now seek opportunities that embrace and incorporate flexible working hours, and working from home. Hiring managers should know a company's policy and be transparent about it with those considering joining.

5

### BE PREPARED TO HAVE A PLAN B

Potentially, even by following our recommendations, your ideal candidate may not accept the role. Things happen at the end of the day, so even if you identify the perfect individual in your eyes, it is imperative to continue speaking with additional talent throughout the approvals process. Until someone starts, there is unfortunately no guarantee.





## The **Hottest Markets Right Now**

As technology advances and the global economy becomes more intricate, the demand for expertise in specific markets has become increasingly important for financial firms.

### **EQUITIES**

Despite economic uncertainty, algorithmically driven hedge funds have been buying stocks, with Quant funds piling into US equities. Continued volatility in the equities market has clients vying for top talent, including Quantitative Researchers and Analysts, to ensure they are well positioned.

---

### **COMMODITIES**

The commodities market has been incredibly unpredictable and active ever since the Russia/Ukraine conflict. However the market is inherently volatile, providing ample opportunities for Quants to encourage better market efficiencies and implement risk management strategies to lead to more profitable trading.

---

### **CRYPTOCURRENCY**

Bitcoin and crypto exchange-traded funds (ETF) have been popping up at major TradFi institutions. Tier 1 shops have been offshoring some crypto teams given the regulatory environment in the US, which has led to smaller prop firms, family offices, and crypto focused funds picking up very high levels of Portfolio Managers who are not interested in relocation. Top talent is therefore reshuffling given structural and organizational changes this year.

---

### **LIQUID MARKETS**

There has been an increasing demand amongst both prop trading funds and hedge funds for Portfolio Managers working on intraday/high frequency strategies across liquid markets. Many hedge funds have spent the last few years developing trading platforms to support faster strategies, which has led to an increased demand and in turn limited supply for talent here, also resulting in requirements for Portfolio Managers that have established strategies.



## Salary **Guidance Overview**

Before our salary guidance, discover our key thoughts on compensation movements from our experts across the US, Europe, and APAC.

### USA

For Quants talent, the market is still very strong, as evidenced by the strong bonus data in our latest survey for the US - 48% of Quants professionals we surveyed from our database said their bonus had increased. **Senior Vice President at Selby Jennings USA, Tyler Robinson, elaborates:**

“Quants and multi-strategy were the top performing hedge fund sectors in 2022, so it is not surprising to see this reflected in bonuses. It will be interesting to see if this continues in 2023 as there have been many geopolitical and economic events that have provided the market volatility needed for hedge funds to realize big gains.”



### EUROPE

Volatility has proved fruitful for the industry as a whole in Europe, with macro funds in particular experiencing major success, as **Associate Director, Head of Quantitative Analytics, Research and Trading, Matthew Rooney says:**

“Competition for strategic, business-changing hires is still critical, and sign on bonuses are becoming more normal. Following in the footsteps from the US are European firms raising base salaries due to bonuses being a mixed picture. Over the past five years total compensation structure has developed. A percentage of bonuses are paid as deferred cash or stock, dependent on seniority and experience. Firms use this in theory to retain talent, and some even offer internal funds.”



### APAC

Although the labor market somewhat favors Quant professionals, offering them considerable bargaining power, firms still hold significant influence in attracting talent, as **Matthew Tjoa, Senior Vice President and Head of Quants and Tech for Selby Jennings Singapore explains:**

“The Southeast Asian Quants sector is expected to maintain its level of competitiveness in the job market, following a significant spike in salaries last year fueled by the rise of crypto firms. While salaries remain strong, companies have raised the bar for hiring due to a general reduction in headcount across the industry.”





## North America

### PhD Graduates (USD)

Company	Base Salary	Total Compensation
Investment Bank	\$145,000 – \$175,000	\$250,000 – \$275,000
Mid Sized Hedge Fund	\$160,000 – \$200,000	\$300,000 – \$500,000
Top Hedge Fund/Trading Firm	\$175,000 – \$325,000	\$300,000 – \$750,000

### Sell Side (USD)

Roles	Base Salary	Total Compensation
Associate/Associate Vice President	\$175,000 – \$195,000	\$275,000 – \$295,000
Vice President	\$200,000 – \$250,000	\$375,000 – \$425,000
Director/Executive Director	\$250,000 – \$300,000	\$550,000 – \$700,000
Managing Director	\$350,000 – \$500,000	\$700,000 – \$1,400,000

### Buy Side (USD)

Roles	Base Salary	Total Compensation
Quantitative Researcher (2-5 years)	\$155,000 – \$170,000	\$325,000 – \$500,000
Sr. Quantitative Researcher (5+ years)	\$165,000 – \$225,000	\$500,000 – \$800,000
Portfolio Manager (Fund)	\$200,000 – \$300,000	10-20% of PnL
Quant Trader (Prop/HFT)	\$150,000 – \$200,000	30-50% of PnL



## Europe

### PhD Graduates (GBP)

Company	Base Salary	Total Compensation
Investment Bank	£85,000 – £120,000	£100,000 – £145,000
Mid Sized Hedge Fund	£85,000 – £95,000	£150,000 – £200,000
Top Hedge Fund/Trading Firm	£100,000 – £150,000	£200,000 – £250,000

### Sell Side (GBP)

Roles	Base Salary	Total Compensation
Associate/Associate Vice President	£75,000 – £120,000	£85,000 – £150,000
Vice President	£115,000 – £180,000	£135,000 – £250,000
Director/Executive Director	£180,000 – £250,000	£240,000 – £450,000
Managing Director	£250,000 – £400,000	£600,000 – £1,200,000

### Buy Side (GBP)

Roles	Base Salary	Total Compensation
Quantitative Researcher (2-5 years)	£100,000 – £150,000	£200,000 – £350,000
Sr. Quantitative Researcher (5+ years)	£125,000 – £200,000	£300,000 – £600,000
Portfolio Manager (Fund)	£120,000 – £250,000	5 – 20% of PnL
Quant Trader (Prop/HFT)	£75,000 – £175,000	10 – 40% of PnL



## APAC: Hong Kong

### PhD Graduates (USD)

Company	Yearly Salary*	Yearly Compensation
Tier-One Investment Bank	\$90,000 – \$100,000	\$140,000 – \$170,000
Tier-One Hedge Fund/Trading Firm	\$120,000 – \$150,000	\$200,000 – \$240,000
Boutique Hedge Fund	\$90,000 – \$110,000	\$180,000 – \$220,000

### Buy Side (USD)

Roles	Years of Experience	Total Compensation	Yearly Compensation
Quantitative Researcher	2-5	\$90,000 – \$110,000	\$160,000 – \$180,000
Quantitative Researcher	5-10	\$150,000 – \$180,000	\$250,000 – \$300,000
Senior Quantitative Researcher	10	\$180,000 – \$250,000	\$400,000 – \$500,000 (5-20% of P&L)
Quant Trader (Prop)	N/A	\$150,000 – \$170,000	10-40% of P&L

### Sell Side (USD)

Roles	Yearly Salary*	Yearly Compensation
Associate	\$85,000 – \$100,000	\$120,000 – \$140,000
Vice President	\$150,000 – \$170,000	\$220,000 – \$250,000
Director/Executive Director	\$220,000 – \$250,000	\$325,000 – \$375,000
Managing Director	\$300,000 – \$350,000	\$550,000 – \$700,000

\* 2023 yearly base salary which does not include bonuses, benefits and other forms of remuneration.



## APAC: China

### PhD Graduates (USD)

Company	Yearly Salary*	Yearly Compensation
Tier-One Hedge Fund/Trading Firm	\$120,000 – \$200,000	\$200,000 – \$170,000
Boutique Hedge Fund	\$90,000 – \$150,000	\$180,000 – \$220,000

### Buy Side (USD)

Roles	Years of Experience	Total Compensation	Yearly Compensation
Quantitative Researcher	2-5	\$60,000 – \$200,000	\$160,000 – \$300,000
Quantitative Researcher	5-10	\$90,000 – \$200,000	\$250,000 – \$300,000
Senior Quantitative Researcher	10	\$180,000 – \$250,000	\$400,000 – \$500,000 (5-20% of P&L)
Quant Trader (Prop)	N/A	\$150,000 – \$170,000	10-40% of P&L

\* 2023 yearly base salary which does not include bonuses, benefits and other forms of remuneration.



## APAC: Singapore

### PhD Graduates (USD)

Company	Yearly Salary*	Yearly Compensation
Tier-One Investment Bank	\$90,000 – \$100,000	\$140,000 – \$170,000
Tier-One Hedge Fund/Trading Firm	\$120,000 – \$150,000	\$200,000 – \$240,000
Boutique Hedge Fund	\$90,000 – \$110,000	\$180,000 – \$220,000

### Buy Side (USD)

Roles	Years of Experience	Total Compensation	Yearly Compensation
Quantitative Researcher	2-5	\$90,000 – \$110,000	\$160,000 – \$180,000
Quantitative Researcher	5-10	\$150,000 – \$180,000	\$250,000 – \$300,000
Senior Quantitative Researcher	10	\$180,000 – \$250,000	\$400,000 – \$500,000 (5-20% of P&L)
Quant Trader (Prop)	N/A	\$150,000 – \$170,000	10-40% of P&L

### Sell Side (USD)

Roles	Yearly Salary*	Yearly Compensation
Associate	\$85,000 – \$100,000	\$120,000 – \$140,000
Vice President	\$150,000 – \$170,000	\$220,000 – \$250,000
Director/Executive Director	\$220,000 – \$250,000	\$325,000 – \$375,000
Managing Director	\$300,000 – \$350,000	\$550,000 – \$700,000

\* 2023 yearly base salary which does not include bonuses, benefits and other forms of remuneration.



# Quantitative Analytics, Research & Trading Placement Statistics

Discover our coverage across the globe in numbers so far this year.

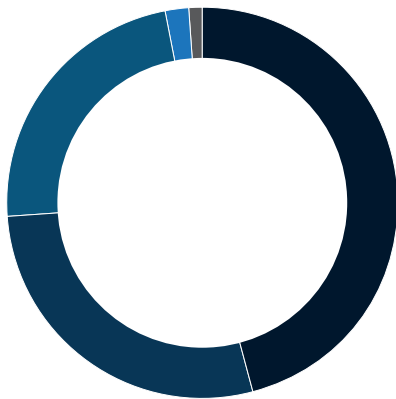
We support the financial services & sciences industry with Quantitative Analytics, Research & Trading talent that can truly shape the future of a business.

Find out how we work with the world's largest financial institutions through to revolutionary fintech start-ups with our key placement statistics from the past 6 months across the US, APAC, and Europe, demonstrating how we support Quants professionals, and build the right teams for businesses.





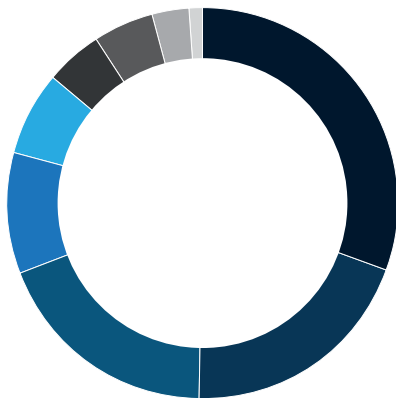
The following is data from global placements across our specialized areas of coverage across Quantitative Research, Analytics, and Trading.



#### INSTITUTIONAL BREAKDOWN

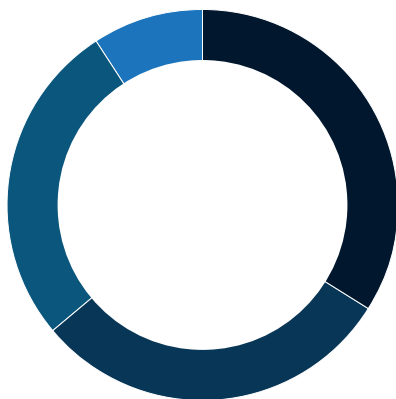
■ Hedge Fund	46%
■ Prop Trading Firm	28%
■ Investment Bank	23%
■ Asset Manager	2%
■ Vendor	1%

**74%** of our placements this year have been on the Buy side



#### PRODUCT / ASSET CLASS BREAKDOWN

■ Equities	31%
■ Cross-Asset	20%
■ Crypto	19%
■ Rates	10%
■ FX	7%
■ Credit	5%
■ Options	5%
■ Commodities	3%
■ MBS	1%



#### SENIORITY BREAKDOWN

■ 5-10 years	34%
■ 10+ years	30%
■ 1-5 years	27%
■ Graduate	9%

Above reflects placement data within the Quant space from 11/1/2022-5/1/2023



## Women in Quants



At Selby Jennings we believe that a truly meritocratic workforce values talent from all backgrounds, and that organizations flourish when they embrace diversity. We think that you can change the conversation in the workplace from ‘Why invest in diversity?’ to ‘Can we afford not to?’.

Corporate reputation, doing the ‘right thing’ and consideration for the bottom line are not competing outcomes, and when they successfully align, organizations will have the best conditions to improve diversity in the workplace.

Only 20% of Quantitative Analysts working in the USA today are female and they still face a gender pay gap, earning 94¢ for every \$1 earned by their male counterparts.<sup>3</sup>

The above stat makes for stark reading, so discover how some of our consultants are encouraging better gender diversity in the sector.

### SUPPORTING DIVERSITY IN QUANTS

**Associate Vice President Konza Akhtar** is based in London and specializes in placing Quants professionals in the research & trading, portfolio management and buy side/hedge fund space.



“At QuantMinds International 2022, I took part in a panel on diversity, and I was so impressed with the number of people that turned up from leading banks that were freely speaking about diversity and the struggle they find in sourcing diverse talent.

“Being able to contribute to that discussion was amazing. I provided context, guidance, and advice, and afterwards I had attendees coming to me asking for solutions. I want to continue to be part of these conversations and help wherever possible to improve the situation.”

**Elizabeth Holmes, Senior Vice President at Selby Jennings USA**, shares how she has worked with clients to increase diversity in hiring within the historically male dominated Quants space:



“I regularly consult global clients on specific diversity focused hiring initiatives and implement pipelines, so when a diverse candidate become active on the market we are able to expand their search through these avenues. As a result, these clients have made several hires and have returned for continued support on ED&I initiatives. Additionally, we advise our clients to ensure that at least one female is included within an interview panel. Stressing the importance of representation, especially in a candidate’s first impression of a role, can ultimately make or break their experience and affect their decision making.”



## 10 Recommendations to Hiring Managers to **Encourage Better Diversity**

- 1. Identify potential 'brand ambassadors'** within the business to promote and form groups to discuss topics around diversity and inclusion from a leadership, progression, and candidate attraction perspective.
- 2. Partner with universities,** colleges, and secondary schools to attract female talent at a graduate level. You can offer scholarships and graduate schemes, but also send senior leaders from your business to speak with students in lectures.
- 3. Additionally,** identify, promote, and support diverse 'champions' of Quants who are excelling in their education within the space.
- 4. Firms can introduce mentoring schemes,** internal and external Quantitative female talent groups, and even invite senior female Quants within their business to conduct roundtables, seminars or networking events.
- 5. Encourage and educate your suppliers** on gender diverse candidate pools, and what you want a shortlist to look like.
- 6. Teach and encourage** line managers to consider 'real' diversification and the benefits that it can offer to their team. Move past measures or quotas on gender balance, and emphasize diversity of skills, motivations, knowledge, personalities, and backgrounds to create a thriving, educated platform to share ideas and techniques.
- 7. Provide and promote** flexible working strategies to cater for a wider range of employees, such as flexible hours, compressed weeks, job shares, part-time, holiday trading, working from home, and hotdesking.
- 8. Ensure advertisements** for roles are gender neutral. Certain words have gender bias, so be cautious of using certain language to attract potential employees.
- 9. Put in place measures** which promote longer paternity leave; although this may seem slightly misaligned, the connotations will encourage a fair and equal environment.
- 10. Promote and encourage opportunities** for employees to gain exposure through internal mobility in order to develop and grow their skillset where possible.



## Three Key Takeaways for Hiring

Here are three key takeaways for businesses and hiring managers to consider when looking to expand their workforce:



### 1. KNOW WHAT YOU WANT

It is crucial from the very outset to be clear on what you want from an individual before you start the hiring process. Consider what are your non-negotiables, and what you can be more flexible on, whether that be the amount of relevant experience, necessary skills, or compensation. Also know your own interview process inside out, so candidates are aware of how long recruitment could potentially take, as well as when the targeted start date may be.

### 2. MAKE HIRING TIMELY

Be decisive. You will know what you want if you followed point number one, so moving forward with the right talent should be easier. Give feedback and progress people through in a timely manner. A verbal offer is also not enough, and professionals need to have a physical offer in hand in order to justify withdrawing from other processes. The longer they must wait to see paperwork, the greater the chance a competitor will swoop them up.

### 3. FINAL AND BEST

And finally, when you do make that timely offer, it should be a strong one. Offers should be best and final, because when you are competing for top talent, you don't want them engaging in other processes any longer than they need to. This also minimizes the risk of counter offers being tempting, because if you want someone, give them a compelling offer in the first place.



## Three Key Takeaways for Professionals

And here are three key takeaways for professionals to think about when moving roles:



### 1. ALSO KNOW WHAT YOU WANT

While those hiring need to define what they are after, it is important for those looking for a new role to also be transparent on what they want and expect in a new position. If you are after a certain compensation range, tell the hiring manager or talent partner as early as you can so they don't waste time if it isn't possible.

### 2. HAVE REALISTIC EXPECTATIONS

However, what you want does need to be realistic. While the labor market still does to an extent favor Quant professionals, firms still have a strong hand in attracting talent. Passive talent is also considering making moves as the market heats up, so you may have more competition for a role than you initially thought. Having level-headed expectations for your next role is important.

### 3. CONSIDER THE WHOLE PACKAGE

As part of this realistic perspective, candidates should also think about more than just compensation. When you receive an offer, reflect on any first year guarantees, bonuses and buy outs, relocation assistance, or promotion assurances. If you are interested in flexible working, can that also be added to your offer? Compensation is a huge part of an offer, but it isn't the total package.



## Summary

Quants, with their unique blend of financial expertise, numerical proficiencies, and programming skills are reshaping the financial landscape through the creation and utilization of sophisticated financial models. Their contributions are invaluable in guiding investment decisions and managing risk for businesses. In today's competitive landscape, having Quants on board is crucial for maintaining a profitable enterprise.

In this competitive talent market, it's crucial for hiring managers to distinguish their offerings to entice these sought-after specialists. Regulatory changes have led to the growth of investment banks, placing them in competition for the same talent pool as tech firms and hedge funds, which has posed a challenge.

By leveraging the right combination of talent, resources, and strategies, employers can attract and retain top-tier Quants professionals, while individuals can find roles that align with their specific needs and aspirations.

Selby Jennings is here to support those hiring and those looking for new opportunities as a specialist talent partner in the Quants space.





## About Selby Jennings

Selby Jennings is an award-winning, established financial sciences and services talent partner.

Whether that be Quantitative Analytics, Research & Trading professionals developing complex financial models to improve a firm's bottom line, or Investment Management specialists leading the charge on sustainable investments and greener assets to make an impact, we are here to build the right team for you, and have been doing so for nearly 20 years.

Working with the world's largest financial institutions to revolutionary fintech start-ups with all their hiring needs, we have developed relationships with the brightest and boldest minds in banking and finance, and deliver this talent to leading, innovative businesses around the world.

As part of Phaidon International, we are a trusted talent partner working with leading firms and organizations to solve their hiring challenges.

## OUR SPECIALISMS

- Quantitative Analytics, Research & Trading
- Risk Management
- Financial Technology
- Insurance & Actuarial
- Compliance
- Investment Banking
- Investment Management
- Internal Controls
- Sales & Trading
- Wealth Management



[UPLOAD YOUR RESUME](#)[SUBMIT A VACANCY](#)[NEW OPPORTUNITIES](#)

## Contact Selby Jennings

---

Ben Hodzic

Managing Director, Selby Jennings

USA

**Contact Ben**

---

Matt Nicholson

Managing Director, Selby Jennings

Europe

**Contact Matt**

---

Natasha Madhavan

Executive Director, Regional Head of Selby Jennings

APAC

**Contact Natasha**

---



[info@selbyjennings.com](mailto:info@selbyjennings.com)



Selby Jennings



[selbyjennings.com](https://selbyjennings.com)



## References

1. Women in STEM statistics – World Economic Forum, 11 February 2020
2. NSF's NCSES releases report on diversity trends in STEM workforce and education – National Science Foundation, 30 January 2023
3. Paving the Way for Women in Quant Finance - BerkeleyHaas, 31 March 2022