

# INVESTMENT MANAGEMENT HIRING INSIGHTS

What are the talent challenges and opportunities  
in the Investment Management space right now?





# Introduction

The Investment Management space is undergoing a profound transformation, as the industry considers what the best assets may be, what impact they may have, and what outcomes will be gained. Hiring however, no matter the changes or challenges, will continue to grow as the top talent pool in Investment Management is always highly sought after.

Macroeconomics, particularly in the US and Europe, as well as proposed changes in the law and regulatory reforms, could all have an impact on the performance, and confidence, in Investment Management. There is also the question of sustainable investments, and whether the industry is ready to embrace greener, cleaner assets that truly make an impact.

Moving away from the US and Europe, before the pandemic Hong Kong was a gateway for capital inflows and outflows, and a major hub for international investment into Asia. Mainland China had started to open up its Financial Services markets to the world, slowly but surely. That was put on ice to a large extent during the pandemic, but now mainland China is truly emerging, and at a time when macro headwinds in the West affecting both Europe and the US, could play into Asia's favor. China is the second biggest economy in the world, and it's going to be an interesting year watching

mainland China and other Asian markets recover and grow.

However, whether you are hiring in Asia or Europe, or you are a skilled professional in the US looking to make your next career move, worldwide the biggest challenge is still finding top talent with the technical skills and experience to advance the Investment Management space.

As the market experiences serious change, leaders within Investment Management will take stock of the industry's challenges and opportunities. In our report, 'Investment Management Insights', discover the hiring trends that you should know about, with exclusive salary guidance from our leading talent specialists across Investment Management for both those hiring and those professionals considering their next career move.

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# Hiring Trends in Key Markets

*There are a number of key trends to take note of across the Investment Management space. As the industry goes through profound transformation and a mixed economic picture worldwide, it's never been more important to stay ahead, as both a professional, and as a firm or hiring manager.*

## Private Markets

There are three key trends in Private Credit that you need to know about, whether as a professional within the industry, or as a hiring manager.

- 1** Investors' interest in Private Credit remains high, and fundraising and hiring will continue across all Private Credit strategies.
- 2** There are a number of strategies that are of particular interest within Private Credit, and they include Secondaries, Special Situations, Distressed, and Structured Credit.
- 3** More Private Equity firms will continue to raise Private Credit vehicles.

Within Private Equity, there are also notable trends that we have noticed as a talent partner that are of interest.

Investment banking bonuses are going to take a dip this year due to a lack of M&A activity, but there is more appetite going towards buy-side/funds over the course of 2023.

While bonuses in some firms could be negatively impacted, there are big hiring opportunities in venture capital, as most funds are being raised during this stage. Early stage venture funds are very appealing this year.

So too are sustainable, green energy funds, which are becoming much more prevalent in the Private Equity space.

In the same vein, governments in Europe for example have had to turn back to traditional fossil fuels and renege on environmental goals as the cost of energy bites. Whether this is a short term challenge or has a long term impact is up for debate, but there is an argument for green energy investments aligning with national security, which could encourage serious money into this space.

There are a number of creative incentives to match the push for sustainability in order to pay out investors, so it is worth keeping an eye on green tech and cleaner infrastructure funds in the near future.

## Public Markets

The strategies that will, and actually already are, in demand in Public Markets are Macro, Fixed Income, Commodities/ Real Assets, Special Situations & Distressed. We think Equities will be more lacklustre due to macro headwinds, and redemptions are expected across the space. Overall public strategies will continue to be blended with Private Investments for diversification across the markets during these turbulent times.

## Investor Relations

Private Investment firms across Private Equity, Private Credit, and Private Real Assets will only continue to hire more and more top talent in product specialisms and sales functions as the sector grows, in particular across Wealth Management.

On the other side of the coin, larger asset managers have undergone restructuring, and have implemented hiring freezes for the next 12 months. For hiring managers, this means there could be some good talent in the market for new opportunities.

While bonuses across Investor Relations are reliant on personal and fund performance, we still expect private strategies to pay well, and firms within underperforming investments will typically see lower bonuses. These will probably include emerging markets debt and digital assets as the Big Tech downturn bites.



# 10 Key Strategies on how to Secure the Best Talent in Investment Management

*In Investment Management, where the demand for talent exceeds the supply, the need for hiring managers to be more strategic in their recruitment efforts is imperative. Professionals are currently looking at 4-5 competitive offers at the same time.*

*To successfully hire in this landscape, we implore businesses we work with to implement 10 key strategies in order to increase the probability of securing their preferred financial professional.*

## 1. Know what you want

It is crucial to identify the following before you commence the hiring process:

- Amount of relevant experience
- Necessary skills required
- Outline of the interview process (how you will conduct the interview, who will be involved, and the timeframes it takes to hire)
- Approved compensation range
- Targeted start date

## 2. Be agile

Give feedback and progress people through the interview process in a timely manner. For example, give interview feedback ideally in under 24 hours, be available for consecutive weekly interviews, and conduct superdays where possible, which consists of back-to-back interviews with multiple bankers and experts at your firm. The average interview process should take no longer than 3-4 weeks from first round to offer.

## 3. Intention with each conversation

Beyond traditional interview questioning, you should share insights on your company, team, role, projects, and what the growth trajectory is for this position throughout the process. Investment Management professionals are selling themselves in the interview process, and hiring managers should do so as well. Interviews are as much of an opportunity for businesses to get to know talent as it is for professionals to get to know an organization. They have lots of options at the end of the day, so it is important to ask yourself, why should they join us?

## 4. Humanize the process

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.

## 5. Candidate care

Organic and authentic communication with someone throughout the process does make 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. Here are some example on how to keep the conversation going:

- Bring them onsite to meet the team in person or go out for coffee/dinner/drinks
- Share relevant textbooks/publications to help them prepare before onboarding
- Invite them to team outings that may be taking place before they start





# 10 Key Strategies on how to Secure the Best Talent in Investment Management

## 6. Be decisive

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.

## 7. Speed to offer

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

A verbal offer is not enough, and talent needs to have the physical offer in hand in order to justify withdrawing from other processes. The longer they have to wait to see paperwork, the greater the chance a competitor will swoop them up.

## 8. Compensation

Offers should be best and final. A competitive offer includes:

- First year guarantees
- Bonus buy outs
- Sign-on bonuses
- Relocation assistance
- External title promotions

## 9. Flexible working

Gone are the days of the traditional working hours and days. 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.

## 10. Have a plan B

It is unlikely that the first offer put out will be accepted. 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.







# 8 Key Strategies to Nailing your Investment Management Interview

While top Investment Management professionals are often looking at numerous offers at one time, it is still important to ensure you are as prepared as possible and not assume a talent driven market means an easy ride when it comes to the interview process. While some of these eight tips on nailing your interviews may seem obvious, they cannot be underestimated in terms of their importance to your next career move.

1

Know everything you can in regards to the company you are interviewing for. In other words, do your research thoroughly, and bring notes if you think your memory might need a jog.

2

Do your homework and due diligence on portfolio companies as well.

3

Create a model from scratch, such as an LBO / cash flow model to demonstrate your skillset and commitment.

4

Look at the latest press releases from the company and bring them up in conversation to show your interest in the market.

5

Think like an investor and present yourself commercially.

6

Be as flexible with your availability as you can be.

7

Be genuinely interested in the company you are interviewing for. Ask yourself why you would you choose them over another firm or your current firm?

8

And ultimately focus on telling your story instead of sounding rehearsed or robotic. Be your authentic self and talk about your experiences to you, such as how have you made an impact? What would you have done differently in your current role? What would you bring to the table?





# Compensation Guidance & Salary Tables



The following salary tables are simply overarching tools to help support both businesses and professionals in the Investment Management space, and cover the US, Europe (in GBP), as well as Asia (Hong Kong and Singapore specifically).

For more specific advice, please get in touch with our team to discuss your requirements.





# Compensation Guidance & Salary Tables

USA PUBLIC MARKETS

RESEARCH ANALYSTS



USA

Roles	Base Salary	Total Compensation
Associate (0-3 years of buy-side experience)	\$125k - \$150k	100% bonus target
Analyst (2-5 years of buy-side experience)	\$150k - \$200k	100 - 200% bonus target
Senior Analyst (5+ years of buy-side experience)	\$200k - \$250k	100 - 300% bonus target



# Compensation Guidance & Salary Tables

USA PRIVATE MARKETS

PRIVATE CREDIT



USA

Tier 1 Cities	Base Salary	Total Compensation
Analyst	\$90k - \$120k	\$150k - \$200k
Associate	\$125k - \$175k	\$250k - \$350k
VP	\$200k - \$250k	\$400k - \$600k
Principal	\$225k - \$300k	\$600k - \$800k+

Tier 2 Cities	Base Salary	Total Compensation
Analyst	\$80k - \$100k	\$120k - \$150k
Associate	\$100k - \$150k	\$175k - \$250k
VP	\$150k - \$200k	\$300k - \$500k
Principal	\$200k - \$300k	\$500k+



# Compensation Guidance & Salary Tables

USA PRIVATE MARKETS

## PRIVATE EQUITY

Tier 1 Cities			Tier 1 Cities			Tier 1 Cities		
Lower Market	Base Salary	Bonus	Middle Market	Base Salary	Bonus	Upper Market	Base Salary	Bonus
Associate	\$115k - \$130k	50 - 100%	Associate	\$120k - \$140k	50 - 100%	Associate	\$150k - \$180k	75 - 100%
Senior Associate	\$160k - \$180k	50 - 100%	Senior Associate	\$180k - \$200k	50 - 100%	Senior Associate	\$180k - \$200k	80 - 110%
VP	\$200k - \$225k	75 - 100%	VP	\$225k - \$240k	90 - 110%	VP	\$225k - \$250k	90 - 125%
Principal	\$250k - \$300k	75 - 100%	Principal	\$275k - \$300k	100 - 125%	Principal	\$300k - \$350k	100 - 150%



USA



# Compensation Guidance & Salary Tables

USA PRIVATE MARKETS

PRIVATE EQUITY

Tier 2 Cities

Lower/Middle Market	Base Salary	Bonus
Associate	\$90k - \$120k	50 - 100%
Senior Associate	\$120k - \$150k	50 - 100%
VP	\$150k - \$200k	50 - 100%
Principal	\$200k+	50 - 100%

Tier 2 Cities

Upper/Middle Market	Base Salary	Bonus
Associate	\$140k - \$180k	70 - 100%
Senior Associate	\$160k - \$200k	70 - 100%
VP	\$225k - \$275k	70 - 150%
Principal	\$250k+	70 - 150%



USA



# Compensation Guidance & Salary Tables

USA PRIVATE MARKETS

## INVESTOR RELATIONS



USA

Tier 1 Cities	Base Salary	Total Compensation
Analyst	\$100k - \$125k	\$140k - \$175k
Associate	\$125k - \$150k	\$175k - \$200k
VP	\$175k - \$250k	\$400k - \$500k
Principal	\$200k - \$250k	\$500k - \$700k

Tier 2 Cities	Base Salary	Total Compensation
Analyst	\$75k - \$85k	\$100k - \$125k
Associate	\$100k - \$125k	\$130k - \$170k
VP	\$125k - \$150k	\$250k - \$400k
Principal	\$175k - \$225k	\$400k - \$600k



# Compensation Guidance & Salary Tables

EUROPE PUBLIC MARKETS



## Hedge Funds

Roles	Base Salary	Bonus
Junior Analyst	£50k - £100k	75 - 100%
Senior Analyst	£80k - £150k	50 - 200%
Strategist	£80k - £180k	50 - 100%
Economist	£120k - £230k	50 - 150%
Execution Trader	£80k - £150k	30 - 60%
Sub-PM	£100k - £165k	pnl tied bonus
PM	£200k - £250k	10 - 30% pnl

## Asset Management

Roles	Base Salary	Bonus
Junior Analyst (0-3yrs)	£55k - £75k	20 - 50%
Mid-Level Analyst (3-8yrs)	£75k - £125k	35 - 75%
Senior Analyst (8-12yrs)	£125k - £185k	50 - 100% (typically more Senior Analysts will have % deferred comp)
Junior Execution Trader	£65k - £95k	15 - 50%
Senior Execution Trader	£95k - £125k	50 - 150%
Assistant Fund Manager	£80k - £115k	35 - 100%
Fund Manager	£115k - £225k	100 - 250% (typically a % is deferred + stock allocation for more senior managers)

EUROPE



# Compensation Guidance & Salary Tables

EUROPE PRIVATE MARKETS



## Venture Capital

Roles	Base Salary	Bonus
Associate	£50k - £65k	35 - 85%
Senior Associate	£80k - £125k	50 - 85%
Principal	£150k - £185k	50 - 100%
Partner	£200k - £300k	75 - 125%

## Mid-Market Private Equity

Roles	Base Salary	Bonus
Associate	£85k - £100k	50 - 100%
Senior Associate	£125k - £165k	50 - 110%
Principal	£200k - £250k	90 - 150%
Partner	£250k - £350k	100 - 150%

## Growth Equity

Roles	Base Salary	Bonus
Associate	£65k - £85k	50 - 100%
Senior Associate	£100k - £150k	50 - 100%
Principal	£165k - £200k	75 - 120%
Partner	£200k - £300k	75 - 150%

## Large Cap Private Equity

Roles	Base Salary	Bonus
Associate	£95k - £125k	75 - 100%
Senior Associate	£150k - £200k	80 - 120%
Principal	£225k - £280k	90 - 150%
Partner	£285k - £450k	100 - 200%

EUROPE



# Compensation Guidance & Salary Tables

EUROPE PRIVATE MARKETS



## INVESTOR RELATIONS

Tier 1	Base Salary	Bonus	Tier 2	Base Salary	Bonus	Tier 3	Base Salary	Bonus
Associate	£65k - £90k	40 - 80%	Associate	£55k – £75k	30 - 60%	Associate	£45k - £65k	20 - 50%
Senior Associate	£90k - £125k	50 - 100%	Senior Associate	£75k - £100k	40 - 80%	Senior Associate	£65k - £80k	30 - 50%
VP	£125k - £160k	75 - 150%	VP	£100k - £130k	50 - 100%	VP	£80k - £110k	40 - 75%
Director	£225k	75 - 200%	Director	£120k - £180k	75 - 150%	Director	£110k - £160k	50 - 125%

EUROPE



# Compensation Guidance & Salary Tables

EUROPE PUBLIC MARKETS



## INVESTOR RELATIONS

### Hedge Fund

Roles	Base Salary	Bonus
Associate	£55k - £85k	25 - 75%
Senior Associate	£75k - £115k	50 - 100%
VP	£100k - £140k	50 - 150%
Director	£130k+	100%+

### Asset Management

Roles	Base Salary	Bonus
Associate	£40k - £90k	25 - 50%
Senior Associate	£70k - £130k	25 - 75%
VP	£110k - £160k	50 - 100%
Director	£140k+	75 - 150%

EUROPE



# Compensation Guidance & Salary Tables

EUROPE PRIVATE MARKETS



## Infrastructure

Roles	Base Salary	Bonus
Analyst	£60k - £90k	50 - 100%
Associate	£80k - £120k	50 - 100%
Senior Associate	£100k - £140k	60 - 100%
Vice President	£110k - £170k	70 - 100%
Director	£120k - £190k	90 - 110%+
Managing Director	£140k - £240k	100 - 150%+

## Real Estate

Roles	Base Salary	Bonus
Analyst	£50k - £80k	25 - 100%
Associate	£70k - £130k	35 - 100%
Senior Associate	£80k - £140k	50 - 100%
Vice President	£110k - £170k	50 - 100%+
Director	£140k - £220k	50 - 100%+
Managing Director	£220k+	70 - 100%+

EUROPE



# Compensation Guidance & Salary Tables

EUROPE PRIVATE MARKETS

PRIVATE DEBT

Tier 1	Base Salary	Bonus
Analyst	£75k - £95k	60 - 100%
Associate	£100k - £130k	100 - 125%
Principal	£150k - £200k	100 - 200%
Partner	£225k+	100%+

Tier 2	Base Salary	Bonus
Analyst	£60k - £80k	50 - 100%
Associate	£85k - £120k	50 - 100%
Principal	£130k - £160k	75 - 125%
Partner	£175k - £225k	100 - 150%

EUROPE





# Compensation Guidance & Salary Tables

HONG KONG PRIVATE MARKETS (IN HKD)



## PRIVATE EQUITY

Lower Market	Base Salary	Bonus	Middle Market	Base Salary	Bonus	Upper Market	Base Salary	Bonus
Associate	\$400k - \$600k	25 - 50%	Associate	\$500k - \$750k	50 - 75%	Associate	\$750k - \$1m	90 - 100%
Senior Associate	\$500k - \$800k	30 - 60%	Senior Associate	\$700k - \$1m	50 - 100%	Senior Associate	\$1m - \$1.5m	90 - 100%
VP	\$700k - \$900k	35 - 75%	VP	\$1m - \$1.3m	60 - 100%	VP	\$1.4m - \$1.8m	90 - 100%
Principal	\$850k - \$1.2m	40 - 80%	Principal	\$1.25m - \$1.75m	50 - 100%	Principal	\$1.75m - \$2.25m	90 - 100%



# Compensation Guidance & Salary Tables

HONG KONG PRIVATE MARKETS (IN HKD)

## PRIVATE CREDIT

Lower Market	Base Salary	Bonus	Middle Market	Base Salary	Bonus	Upper Market	Base Salary	Bonus
Associate	\$400k - \$500k	25 - 50%	Associate	\$500k - \$650k	30 - 60%	Associate	\$700k - \$900k	50 - 100%
Senior Associate	\$500k - \$650k	30 - 60%	Senior Associate	\$700k - \$900k	50 - 60%	Senior Associate	\$900k - \$1.3m	75 - 100%
VP	\$750k - \$900k	35 - 65%	VP	\$800k - \$1m	50 - 75%	VP	\$1.25m - \$1.75m	80 - 100%
Principal	\$800k - \$1m	40 - 70%	Principal	\$1m - \$1.5m	50 - 100%	Principal	\$1.5 - \$2m	80 - 100%



# Compensation Guidance & Salary Tables

HONG KONG PRIVATE MARKETS (IN HKD)



## INVESTOR RELATIONS

Tier 1	Base Salary	Bonus	Tier 2	Base Salary	Bonus	Tier 3	Base Salary	Bonus
Associate	\$400k - \$500k	30 - 40%	Associate	\$500k - \$700k	40 - 50%	Associate	\$600k - \$750k	50 - 70%
Senior Associate	\$500k - \$700k	40 - 50%	Senior Associate	\$600k - \$800k	50 - 70%	Senior Associate	\$800k - \$1.2m	50 - 80%
VP	\$700k - \$900k	50%	VP	\$1m - \$1.2m	50 - 80%	VP	\$1.2m - \$1.6m	50 - 100%
Principal	\$1m - \$1.2m	50 - 70%	Principal	\$1.1m - \$1.4m	80 - 100%	Principal	\$1.5m - \$2m	100%+



# Compensation Guidance & Salary Tables

HONG KONG PRIVATE MARKETS (IN HKD)

## PUBLIC MARKETS / HEDGE FUNDS

Lower Market	Base Salary	Bonus	Middle Market	Base Salary	Bonus	Upper Market	Base Salary	Bonus
Analyst	\$400k - \$600k	25 - 50%	Analyst	\$500k - \$700k	40 - 60%	Analyst	\$800k - \$1.2m	50 - 100%
Senior Analyst	\$600k - \$800k	50 - 75%	Senior Analyst	\$800k - \$1.1m	50 - 100%	Senior Analyst	\$1.2m - \$1.6m	50 - 100%
Portfolio Manager	\$700k - \$900k	60 - 80%	Portfolio Manager	\$1m - \$1.5m	50 - 100%	Portfolio Manager	\$1.2m - \$2m	100 - 200%
Senior Portfolio Manager	\$1m - \$1.25m	60 - 80%	Senior Portfolio Manager	\$1.5m - \$2m	50 - 100%	Senior Portfolio Manager	\$1.5m - \$2m	100 - 300%

# Compensation Guidance & Salary Tables

SINGAPORE MARKETS (IN SGD)



## PRIVATE MARKETS

### Global Funds/Mega Funds

Roles	Base Salary	Bonus
Analyst/ Associate	\$100k - \$180k	50 - 100%
Senior Associate/VP	\$200k - \$280k	60 - 125%
Principal/ Director	\$300k - \$350k	60 - 125%
Managing Director	\$350k+	Discretionary bonus

### Middle Market Funds

Roles	Base Salary	Bonus
Analyst/ Associate	\$80k - \$150k	25 - 80%
Senior Associate/VP	\$120k - \$180k	40 - 80%
Principal/ Director	\$200k - \$280k	50 - 100%
Managing Director	\$280k+	Discretionary bonus

### Investor Relations

Roles	Base Salary	Bonus
Analyst/ Associate	\$60k - \$100k	20 - 50%
Senior Associate/VP	\$120k - \$200k	30 - 75%
Principal/ Director	\$220k - \$280k	50 - 100%
Managing Director	\$280k+	50 - 100%



# Compensation Guidance & Salary Tables

SINGAPORE MARKETS (IN SGD)

## PUBLIC MARKETS / HEDGE FUNDS

### Hedge Fund PMs: L/S Equity and Macro

Roles	Base Salary	Bonus
Analyst/Sub PM	\$120k - \$200k	Discretionary 5 - 15%
Portfolio Manager	\$180k - \$300k	13 - 23%

### Asset Managers, Equity/Fixed Income Research

Roles	Base Salary	Bonus
Market Research Analyst	\$60k - \$130k	Discretionary bonus
VP	\$120k - \$220k	Discretionary bonus
Director Research	\$250k - \$350k	Discretionary bonus
Head of Equities	\$300k - \$500k	Discretionary bonus

### Asset Managers, Portfolio Manager (Equities/Fixed Income)

Roles	Base Salary	Bonus
Portfolio Manager	\$100k - \$250k	Discretionary bonus
Portfolio Manager	\$180k - \$350k	Discretionary bonus
Senior Portfolio Manager	\$250k - \$350k	Discretionary bonus

# Compensation Guidance & Salary Tables

SINGAPORE MARKETS (IN SGD)



## REAL ESTATE

### Real Estate Investment Managers/ Mega Developers/REIT's

Roles	Base Salary	Bonus
Analyst/Associate	\$60k - \$100k	30 - 80%
Manager/AVP	\$90k - \$130k	40 - 80%
Vice President	\$144k - \$180k	40 - 90%
Director/Senior Director	\$180k - \$250k	60 - 110%
Managing Director	\$280k+	70 - 120%

### Private Equity Real Estate

Roles	Base Salary	Bonus
Analyst/Associate	\$80k - \$120k	40 - 80%
Vice President/Principal	\$150k - \$220k	50 - 110%
Director and above	\$220k+	70 - 120%





# Conclusion

Predicting where Investment Management will be in 12 months is never easy, but the market is developing quickly as worldwide economic and geopolitical events impact the industry.

Despite these macroeconomic concerns for some regions, today's labor market still favors Investment Management professionals. Talent is taking stock of bonuses, benefits and much more when making decisions on whether to stick or move companies, meaning those hiring need to take a holistic approach to their recruitment processes and offers.

While top professionals in Investment Management can take advantage of a tight talent pool, it's also important to note that those concerns surrounding the US and Europe's economies can also help hiring managers in attracting talent, away from assets that may have impacted performances, and into new, exciting projects and teams that provide further longevity career wise.

Regardless of any challenges in the industry, Investment Management is still ripe with opportunities, and Selby Jennings is here to support those hiring, and those looking for new roles for themselves, as a specialist talent partner in Financial Services.







# About Us

Selby Jennings is an established Financial Sciences and Services talent partner. We identify, source, and deliver business-critical talent to the most innovative companies across the US, Europe and APAC.

Providing permanent, contract, multi-hire talent solutions from our offices all over the world, we support the world's largest financial institutions to revolutionary fintech start-ups with all their hiring needs, across Investment Banking, Risk Management, Quantitative Trading, and Insurance, to Investment Management, Sales & Trading, Technology, and Wealth Management.

Building the right team is rarely easy. It takes time, dedication and expertise. Through our nearly 20 years' experience as the talent partner of choice in Financial Sciences and Services, we have developed relationships with the brightest and boldest minds in banking and financial services. Creating a vast, global network of the best, in-demand professionals, we deliver this talent to leading, innovative organisations around the world.

Our award-winning talent specialists offer bespoke, tailored guidance on the latest hiring

trends and industry news, helping businesses and professionals to gain the competitive edge needed to succeed in the ever-changing financial landscape.

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

**WINNER** - HFM European Quant Services Awards 2021.  
Best executive search firm - Quant.

**WINNER** - HFM US Quant Awards 2021.  
Best executive search - Quant.

**WINNER** - HFM European Quant Services Awards 2022.  
Best executive search - Quant.

**WINNER** - HFM US Services Awards 2022.  
Best executive search firm - Quant.

## 15 Offices, 3 Regions, 1 Community



AMS

BER

BOS

CLT

CHI

DAL

FRA

HKG

LAX

LON

NYC

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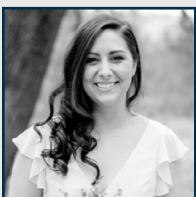
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