

>
AT A GLANCE



“AS RECRUITMENT LEVELS HAVE INCREASED AMONG ASSET MANAGERS, COMPETITION FOR COMPLIANCE PROFESSIONALS HAS BECOME FIERCE, WITH HIRING PROCESSES BECOMING SHORTER.”

Peter Jecks,
Consultant
at Robert Walters.

OVERVIEW

Economic and political uncertainty in Q1 2017 left hiring levels low among investment management firms as headcount freezes and budget restrictions were implemented. However, global and boutique asset managers continued to invest in their compliance functions in preparation for the implementation of regulations such as MiFID II.

In Q2, hiring managers in the asset management sector showed a more urgent approach to hiring compliance professionals. Boutique asset managers and hedge funds which recovered from the recent political and economic uncertainty were also active in driving demand for compliance specialists, many taking on their first specialised compliance professional in response to increasing pressure from regulators.

As recruitment levels have increased among asset managers, competition for compliance professionals has become fierce, with hiring processes becoming shorter.

Multiple-stage interviews that may have previously been conducted over a series of months are now being concluded within mere weeks in an attempt to avoid losing the very best candidates.

KEY HIRING AREAS

In addition to this, people with excellent interpersonal skills and the regulatory knowledge to advise firms on regulatory change are held in very high regard by global asset managers and hedge funds.

Professionals with a specialisation in monitoring were highly sought after in 2016 and we have

seen this trend continuing this year. Organisations have looked to bring on expertise to assist in building automated compliance monitoring systems to make the compliance process more and more efficient. Individuals with experience of designing, implementing and testing monitoring systems continue to be very valuable.

Knowledge of client assets is also becoming an increasingly sought after skill set. Even boutique asset managers with very low headcounts have been advised by various consultancies to gain knowledge around this area, making CASS experience very valuable.

CANDIDATE MARKET

As many global investment managers did not perform well in 2016, disappointing bonuses and pay freezes were experienced by a lot of staff up to VP level. This in turn has led to many of the best individuals from these global entities looking to boutique asset managers and hedge funds for new career opportunities.

Due to the increased regulatory pressures, MiFID II experience is very highly sought after in both contracting and permanent roles throughout the industry, and CASS experience is also in high demand.

SALARIES

While salaries have continued to rise for the very best in the industry, organisations have started to note the dramatic increases that the lucky few have received and have begun taking a stricter approach to salary increases, looking for a justification of dramatic pay rises.

AT A GLANCE

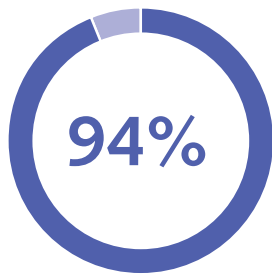
RECRUITMENT TRENDS

UK JOBS INDEX

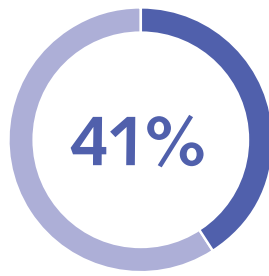
33%

Financial services jobs in the UK were up 33% year-on-year

PASSIVE JOBSEEKERS



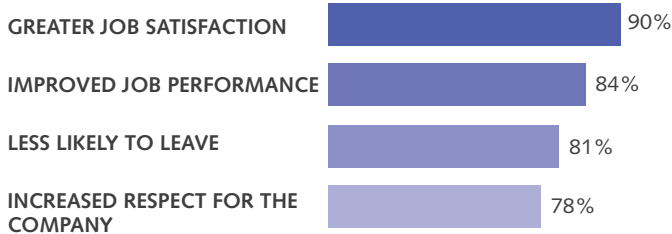
94% of professionals are open to a job approach even when not actively looking



However, only 41% of employers have a plan in place to attract passive jobseekers

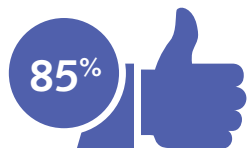
WORKPLACE CULTURE

What are the benefits of a good cultural fit?

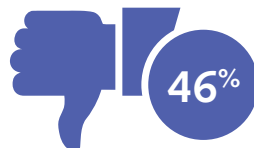


DIVERSITY

Do businesses believe diversity is important?



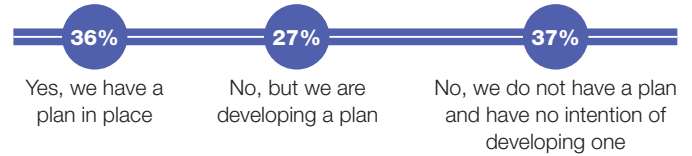
85% of employers say that increasing diversity in their workforce is a priority



Yet almost half of employers do not have programmes in place to attract diverse candidates

SKILLS SHORTAGES

Does your company have a plan for managing talent shortages?



ENGAGING WOMEN RETURNING TO THE WORKFORCE

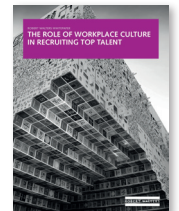


MARKET LEADING INTELLIGENCE

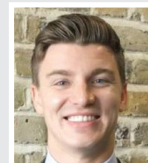
The Robert Walters Salary Survey is the most comprehensive review of global recruitment trends and salary levels available. It's ideal for benchmarking your team's salaries, your organisation's salaries and your own, making determining pay and bonus reviews significantly easier.



Our recruitment insight series of whitepapers provides industry leading research to help employers manage their recruitment strategies and address key talent management issues. To receive a copy of any of our market leading intelligence please contact our specialist recruitment division.



To discuss your recruitment requirements, please contact:



Peter Jecks
Consultant, Compliance Recruitment

T: +44 (0)20 7509 8064

E: peter.jecks@robertwalters.com