



WALKER HAMILL

COVID-19
INSIGHTS INCLUDED

ASSOCIATE LEVEL

Investment Banking Candidate Insights for Private Equity Firms

WALKER HAMILL



About Walker Hamill

Walker Hamill is a highly regarded executive recruitment and search business, working across various financial disciplines including accountancy & finance, corporate development & strategy, private equity, debt & structured finance and mergers & acquisitions.

Headquartered in London and with additional offices in continental Europe, we manage permanent appointments, as well as interim, temporary and contract roles.

For over three decades, we've assisted innumerable clients in securing the very best talent available, and we've played a key part in the advancement of thousands of careers.

Our values and distinctive features are cornerstoned by our focus on finance, our deep industry and people knowledge, our constant quest for high standards and respect for everyone we work with.

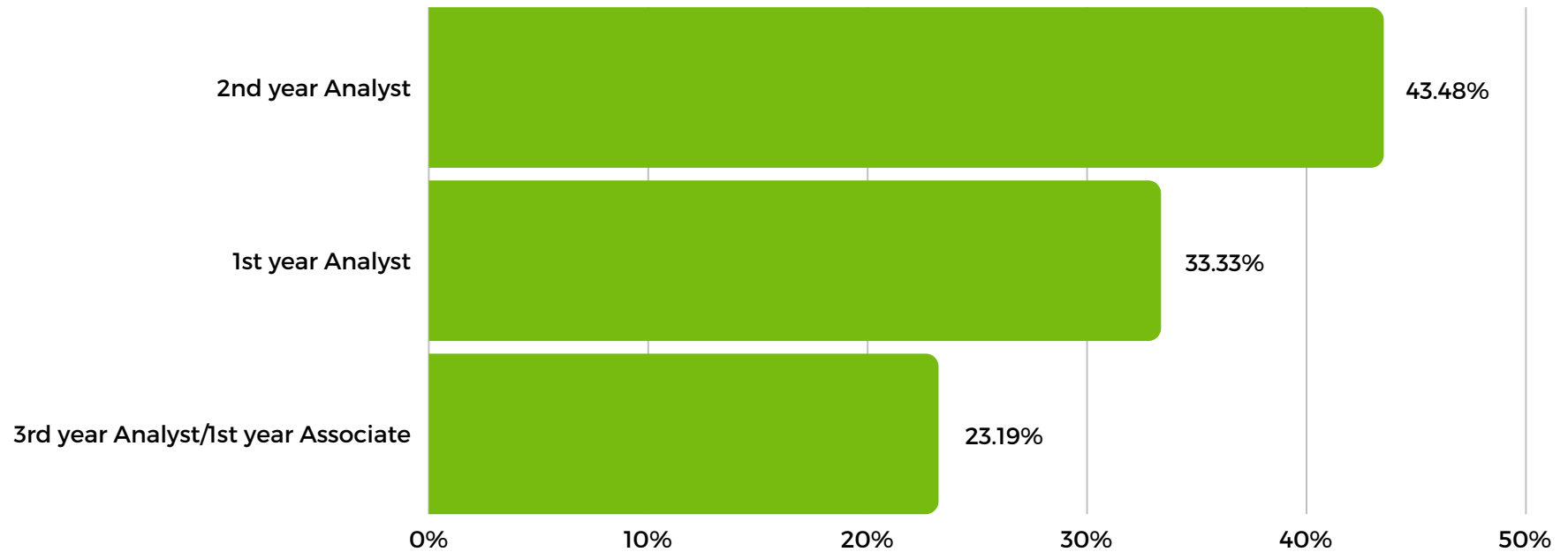


Where Did the Data Come From?

- Between May and August 2020, we surveyed almost 450 investment bankers from the classes of 2019 (1st Year Analysts), 2018 (2nd Year Analysts) and 2017 (1st Year Associates).
- Those surveyed came from 12 major global investment banks.
- 82.57% of respondents were based in London and the remainder across other European cities.
- The survey was comprised of 12 questions and typically took just under three minutes to complete.

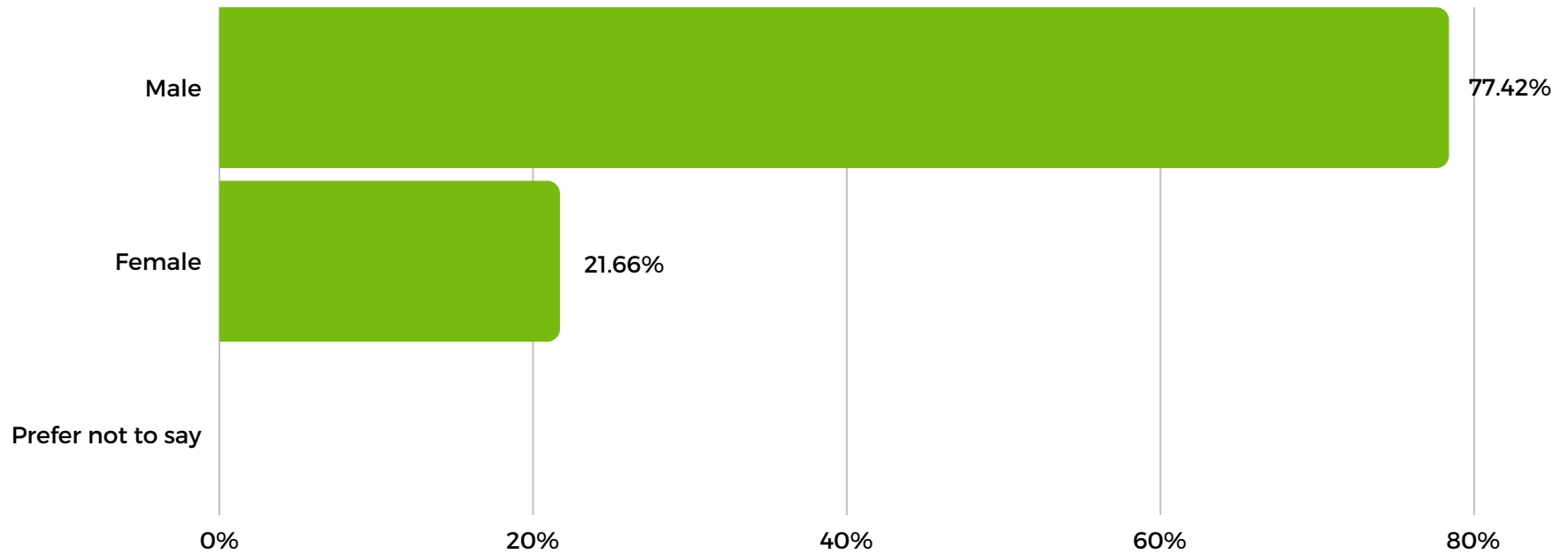
ABOUT THE SURVEY GROUP

Current Position



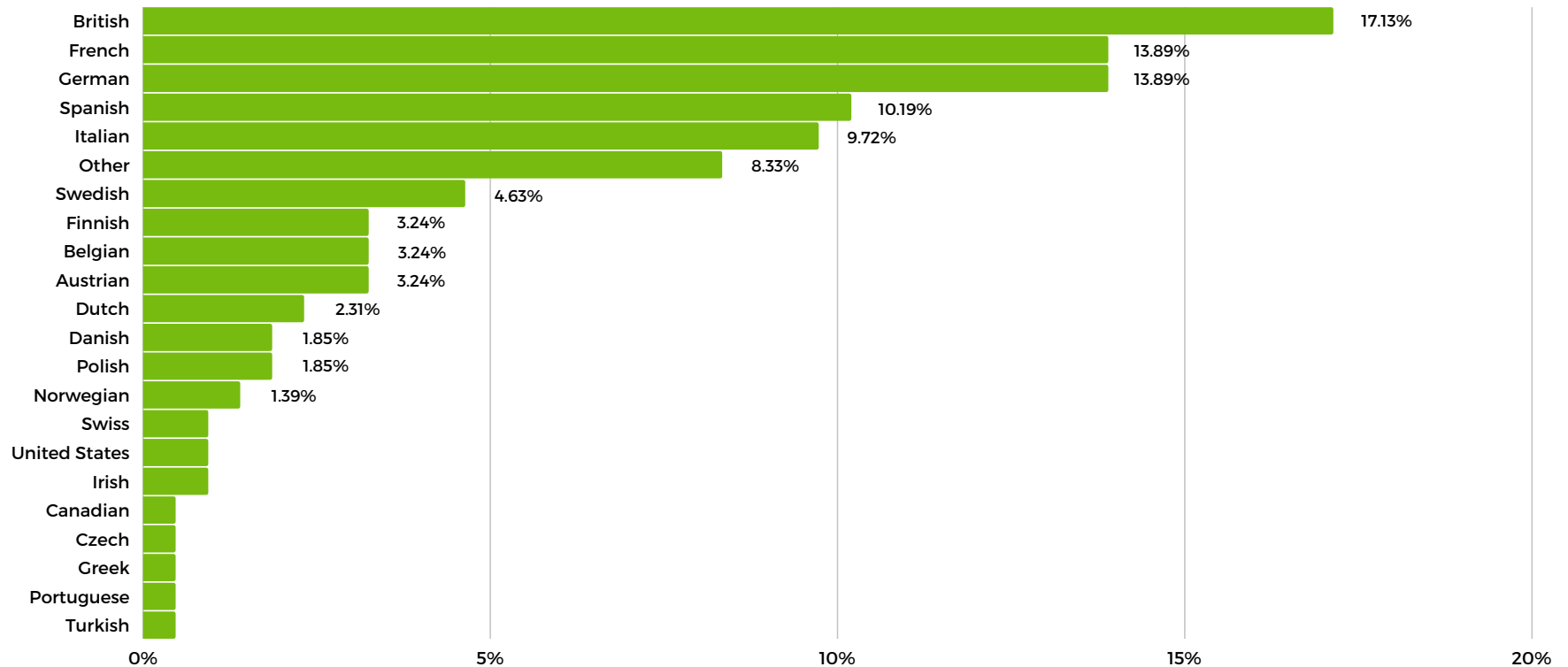
ABOUT THE SURVEY GROUP

Gender



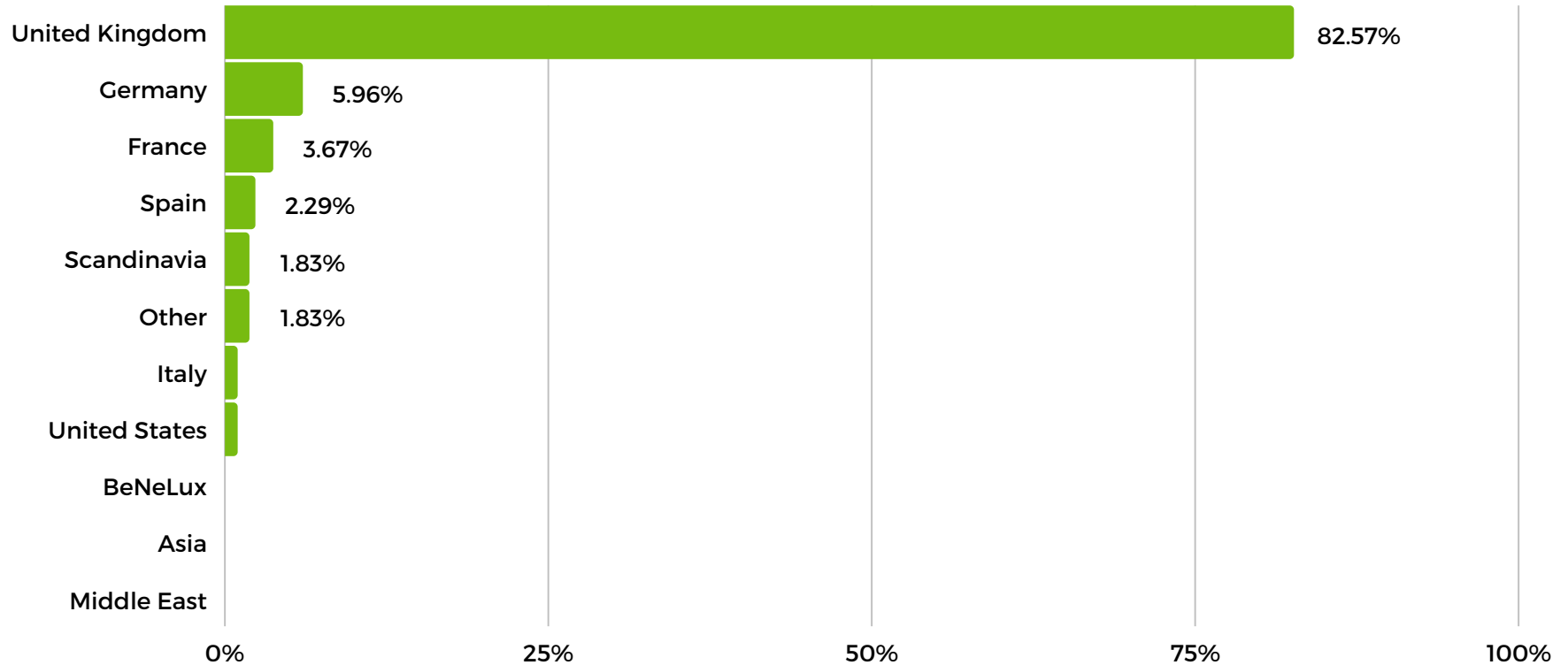
ABOUT THE SURVEY GROUP

Nationality



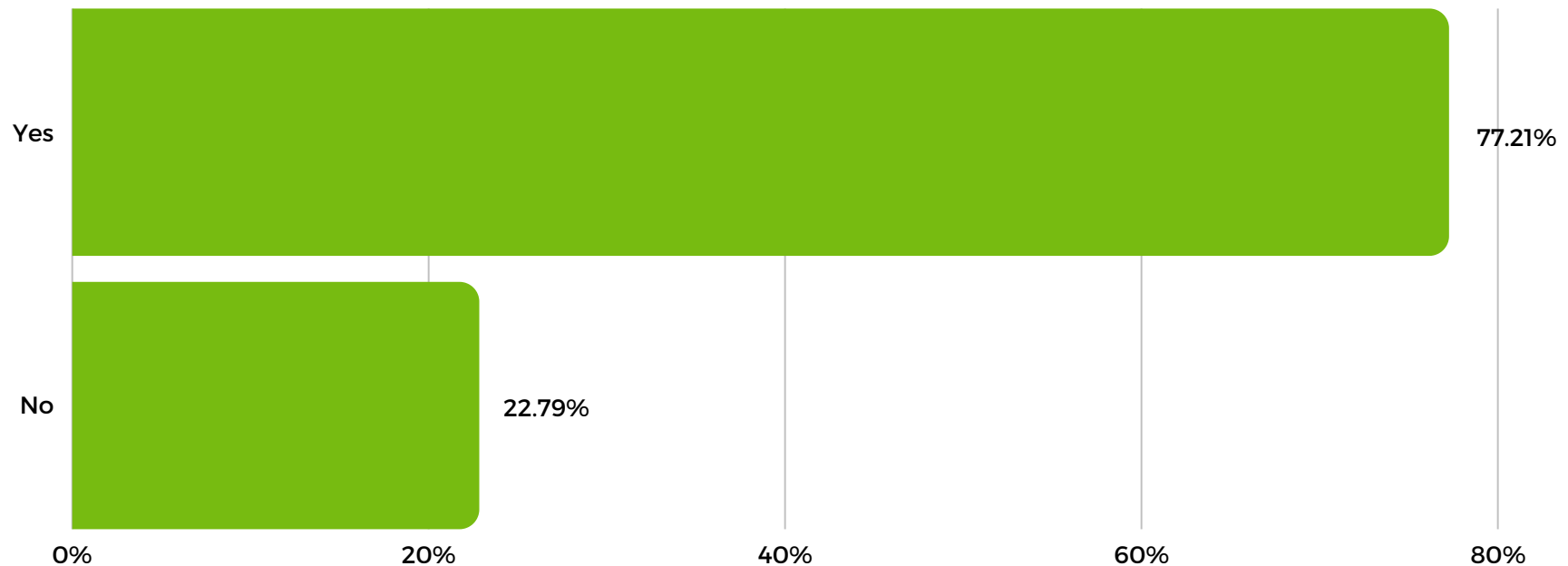
ABOUT THE SURVEY GROUP

Location



SURVEY RESULTS

UK-based Europeans Who Would Consider Relocating Countries

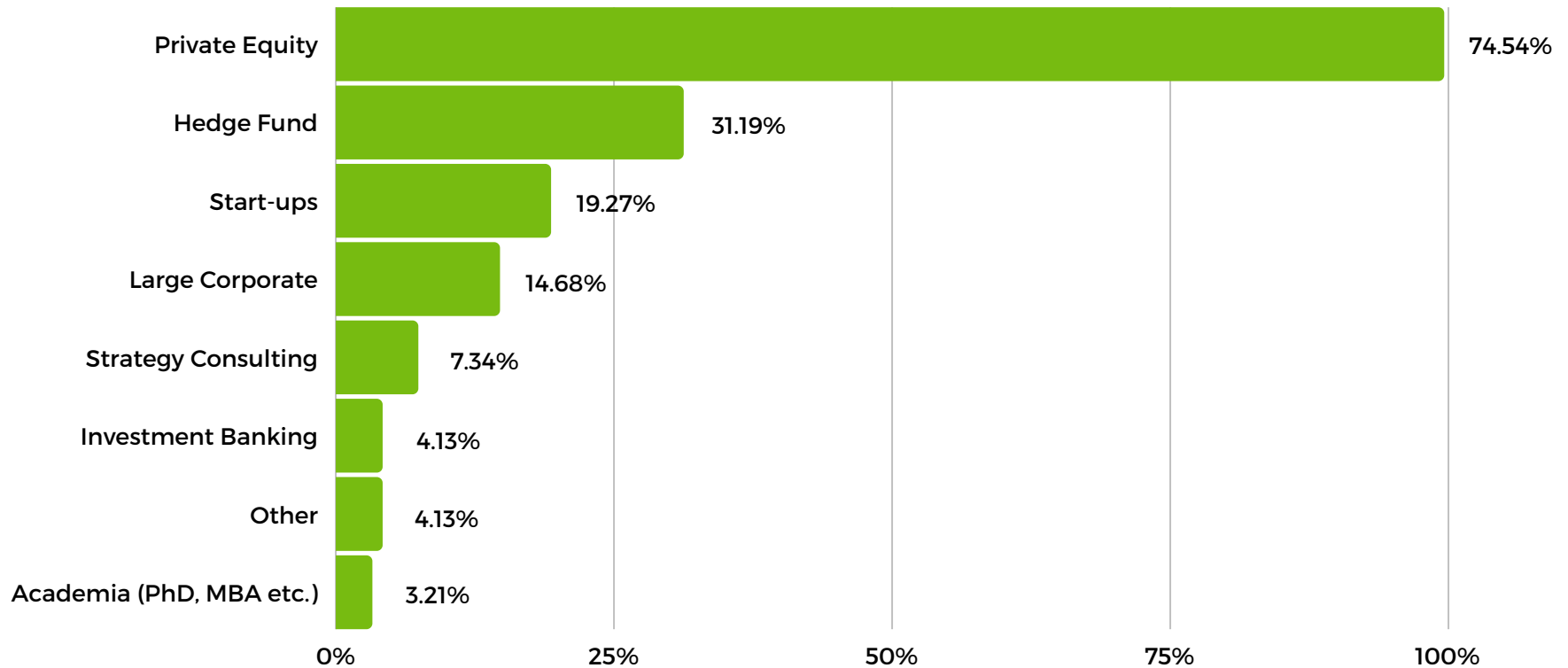


OBSERVATIONS

Bear in mind that 82.57% of respondents were based in London but only 17.13% were British. This is a very mobile workforce.

SURVEY RESULTS

Most Desirable Options

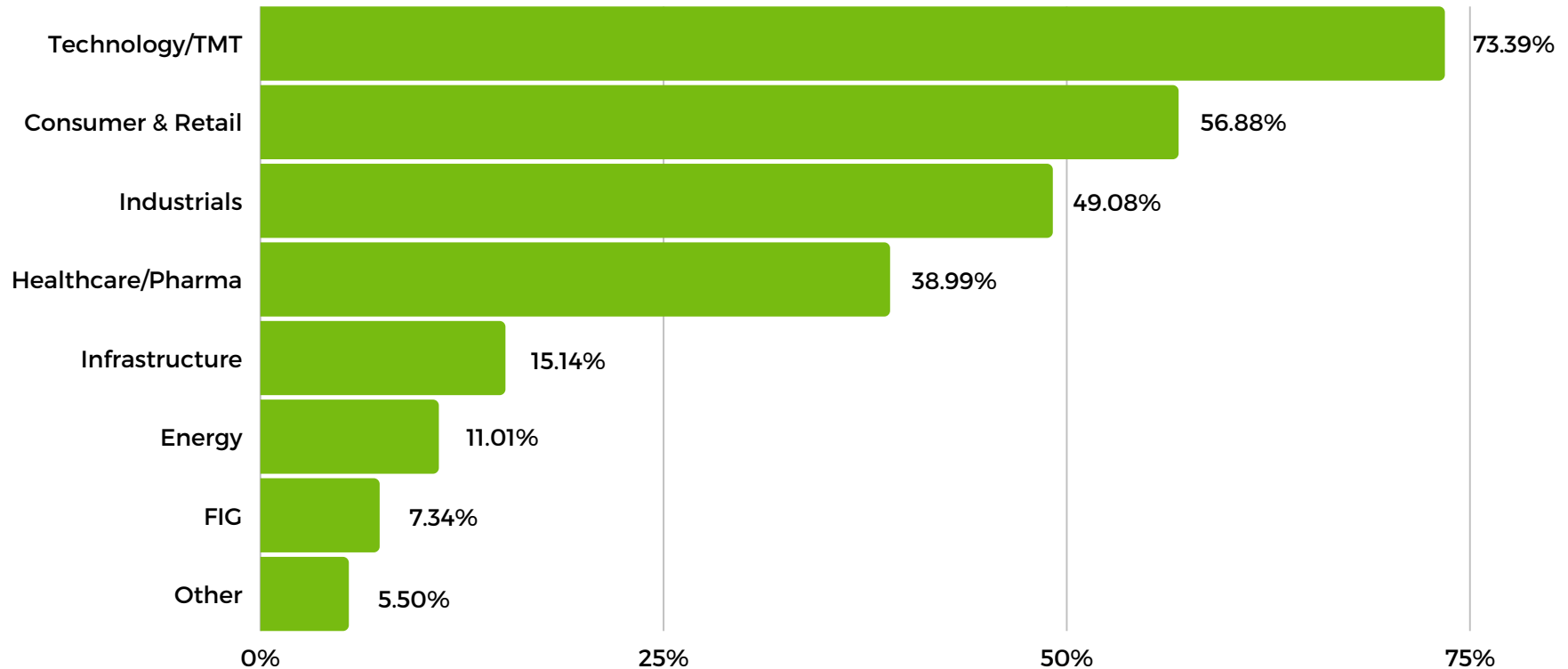


OBSERVATIONS

Respondents could choose multiple options, but even then, the attraction of private equity is notable.

SURVEY RESULTS

Most Desirable Sector

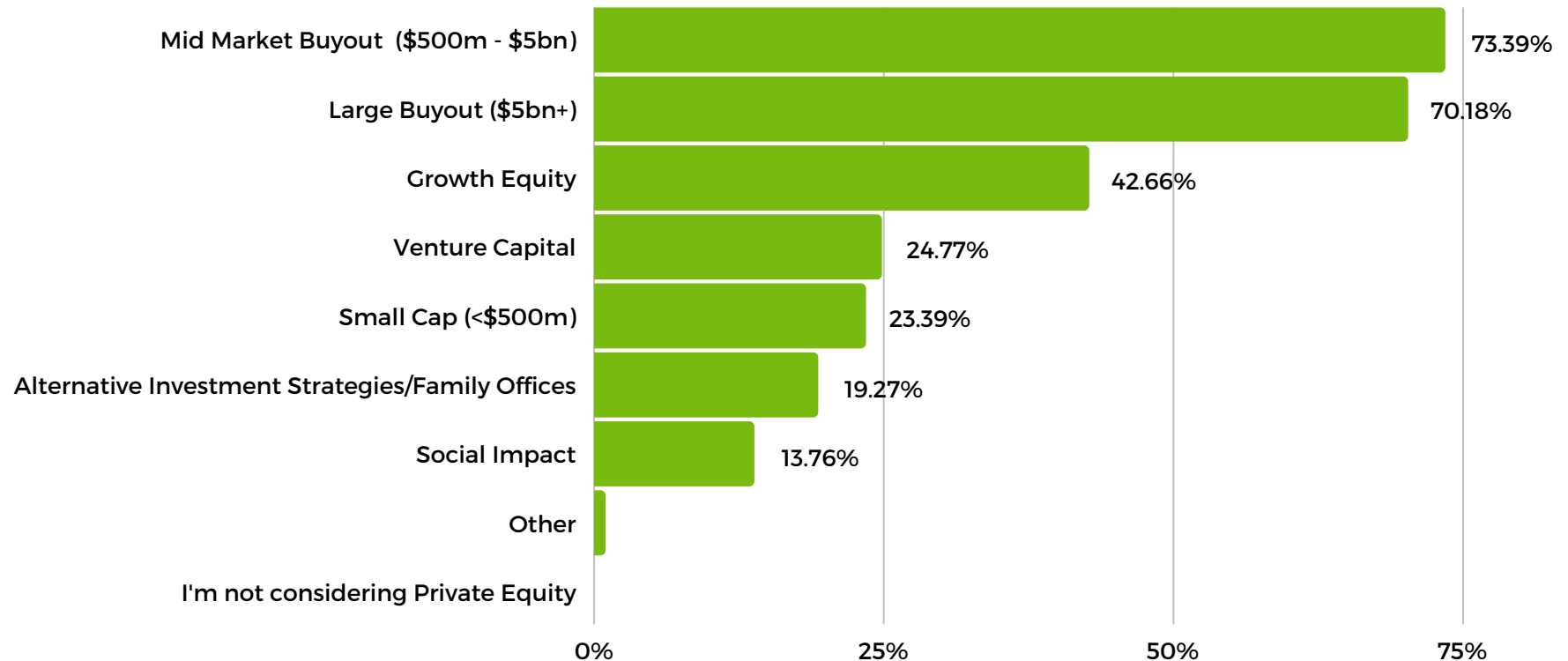


OBSERVATIONS

Again, multiple options could be selected, but in years gone by, consumer and healthcare would have ranked above technology. That's now changed for the long term.

SURVEY RESULTS

Most Desirable Fund Type

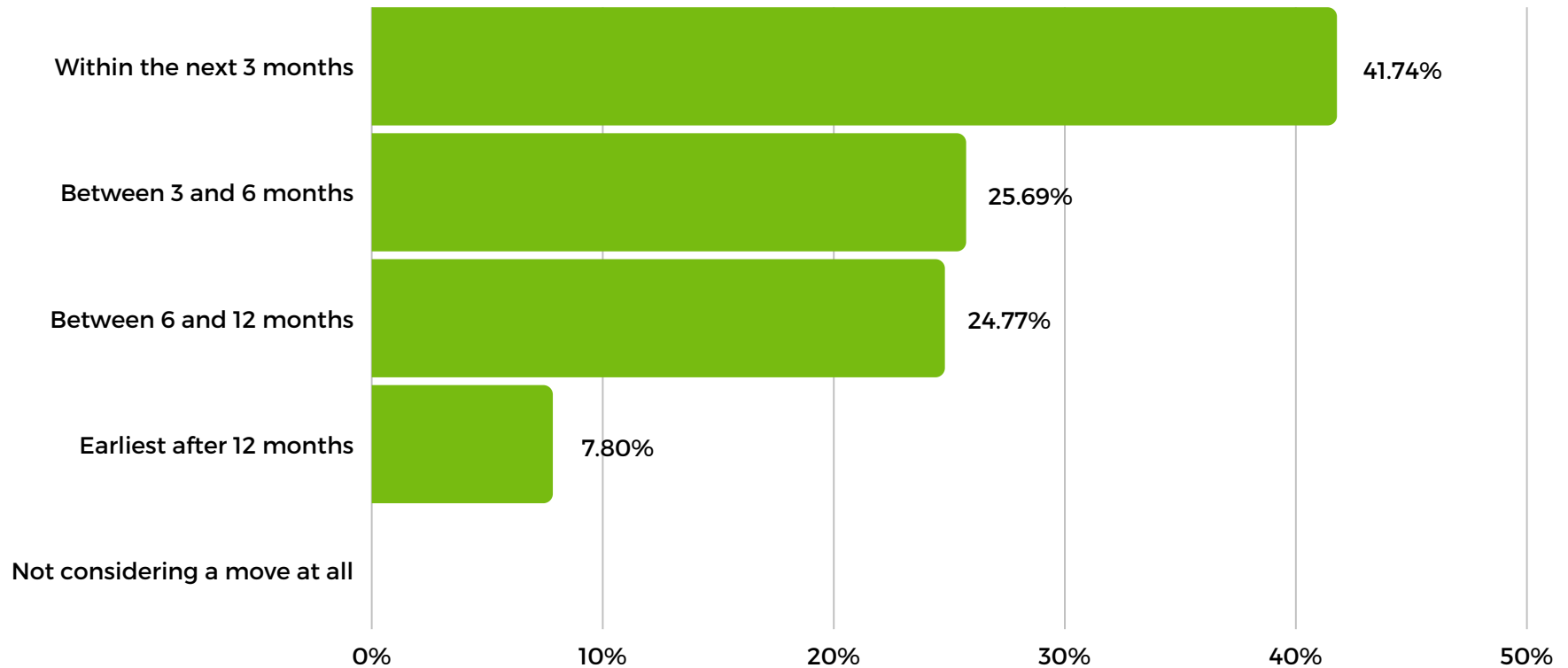


OBSERVATIONS

Once again, multiple options could be selected. There was a time when large buyout funds would have topped this chart, but mid market and growth funds have become increasingly popular.

SURVEY RESULTS

Would Consider Moving

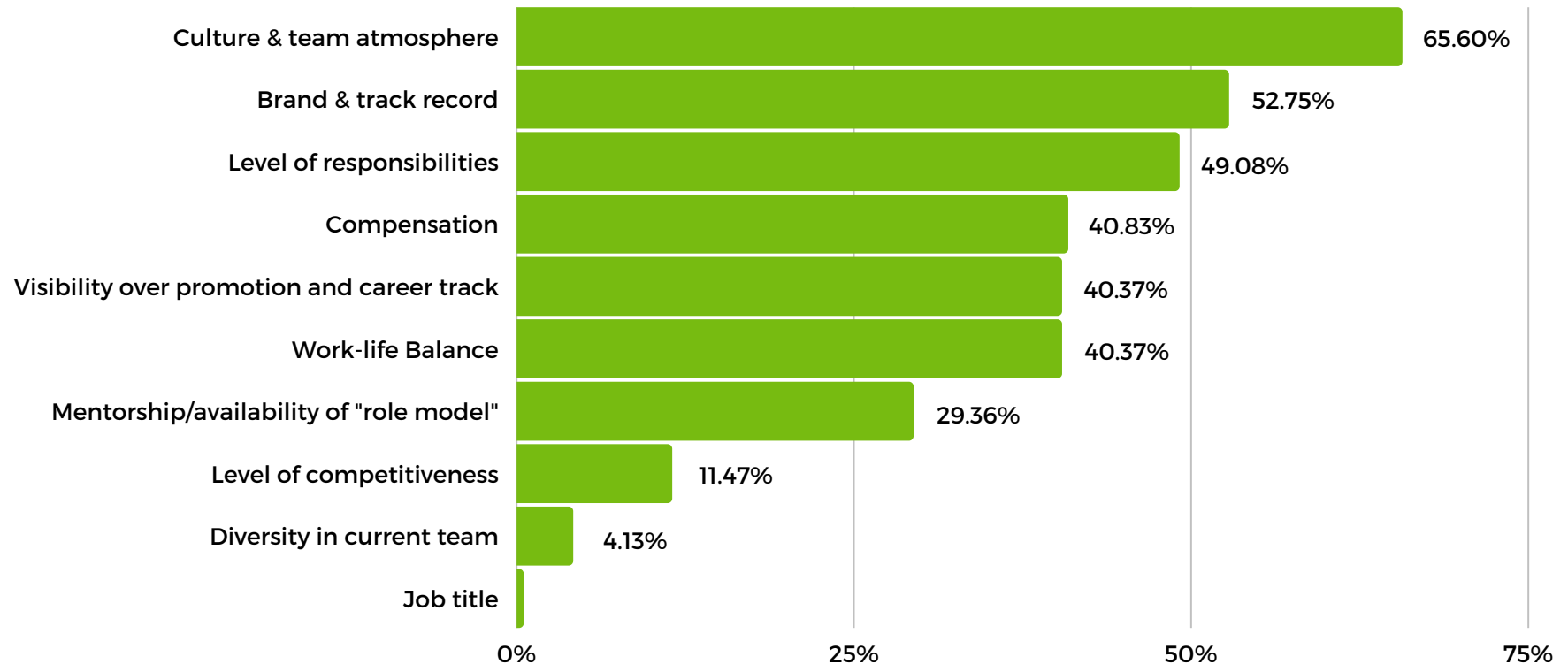


OBSERVATIONS

Notably, 67% of those surveyed are open to interview processes within the next six months.

SURVEY RESULTS

Most Valued Aspects in Next Role

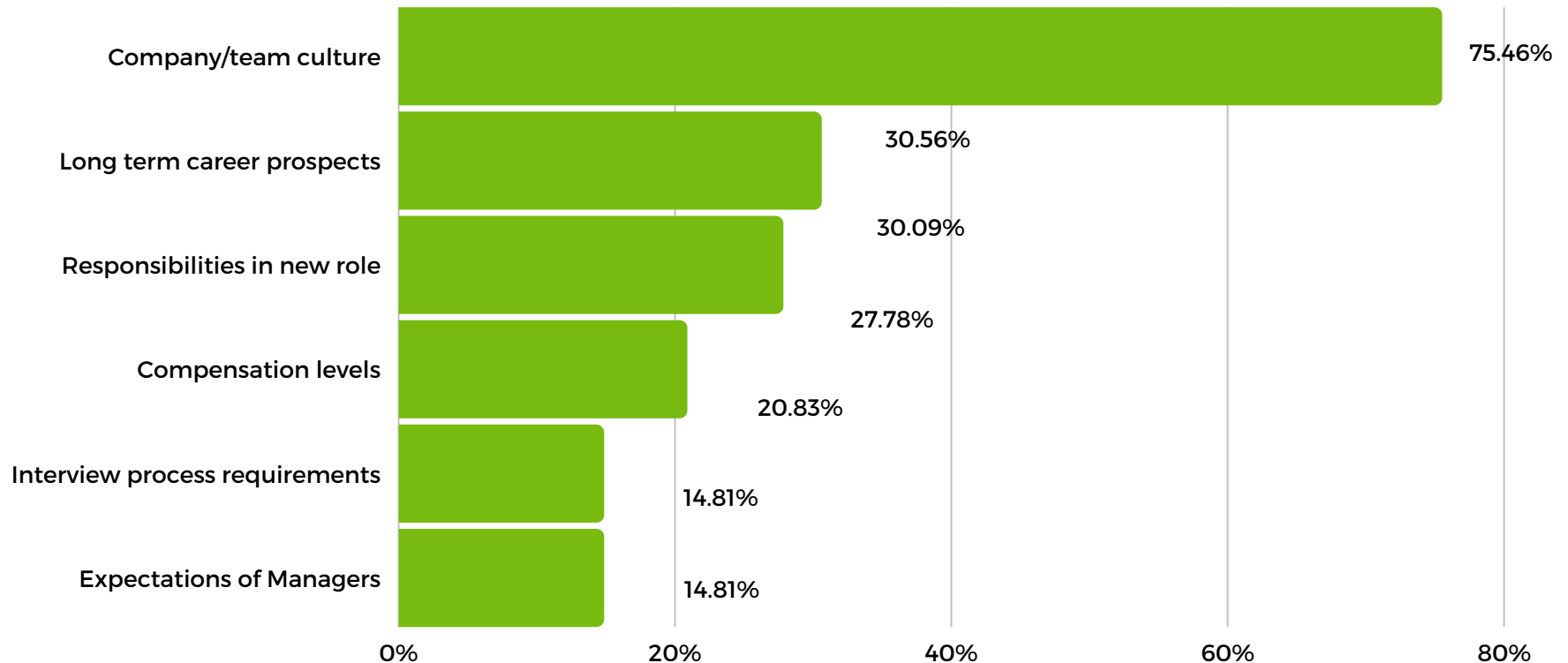


OBSERVATIONS

Culture ranked highly, meaning funds who work hard to show strengths in this area may gain an advantage when recruiting. We were shocked to see how poorly diversity ranked, given that 21.66% of respondents were female!

SURVEY RESULTS

What Aspects of a Fund Do Candidates Find Hardest to Ascertain?

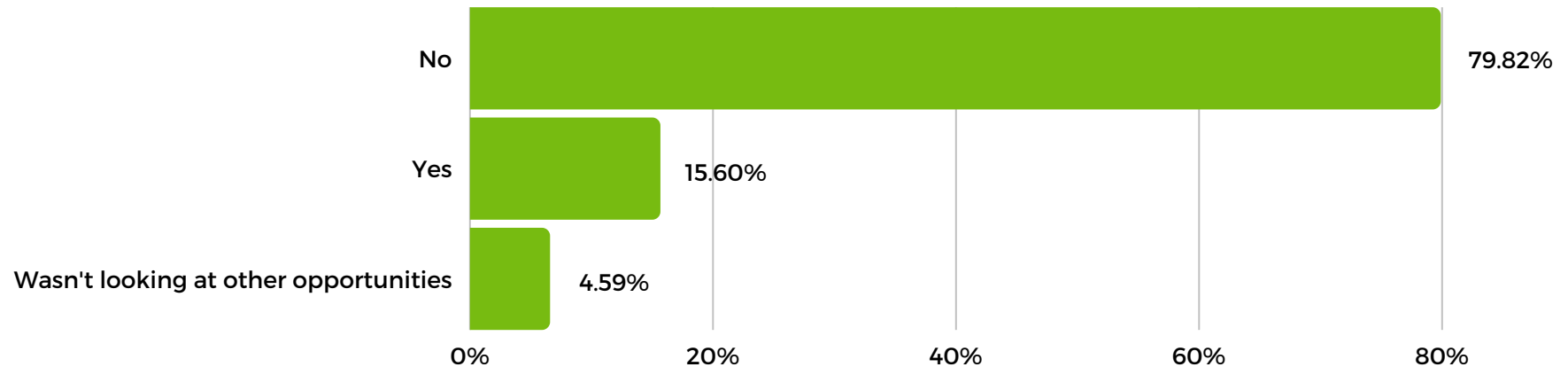


OBSERVATIONS

So this and the previous slide tell us that candidates really want to understand what it will be like working within each fund, but conversely, this is the hardest thing on which to get accurate insight. Funds which are transparent to candidates will gain an advantage.

SURVEY RESULTS

Has the COVID-19 Pandemic Altered Your Plans to Pursue New Opportunities?



OBSERVATIONS

Whilst a few potential candidates may 'hunker down' for the time being, almost 80% of those surveyed said their plans to pursue a new opportunity were unchanged.



WALKER HAMILL



+44 (0) 20 7839 4444



contactus@walkerhamill.com



walkerhamill.com



linkedin.com/company/walker-hamill



105 Jermyn Street, St. James's, London, SW1Y 6EE, UK

Walker Hamill Ltd

Registered in England. No 4321148

Registered Office: 105 Jermyn Street, St James's, London, SW1Y 6EE