

ARKESDEN

# HEADCOUNT H1: 2024

**PRIVATE EQUITY PEOPLE  
MOVES REPORT**

# HEADCOUNT H1: 2024

## CONTENTS

- 3 Investment Teams
- 11 Investment Teams, LP Strategies
- 13 Investor Relations
- 15 Portfolio Operations
- 17 Capital Markets
- 18 Additional Analysis & Comments
- 20 Team Leadership Contact

**Arkesden Partners is pleased to present our half-yearly report tracking people moves, HeadCount, chronicling UK-based Private Equity moves within 4 key functions of the asset class for H1 2024.**

The functions covered are PE Investment Teams, Investor Relations, Portfolio Operations and Capital Markets.

The first half of 2024 saw a big increase in hiring activity, with a notable uptick in hires across all key functions mapped. As ever, the majority of hires were for junior roles, but the lateral market is also showing signs of a return, particularly in Investor Relations & Portfolio Operations. After many clients navigated budget tightening in H2 2023 through internal international transfers, a focus on internal staff/promotions, and reduced external hiring, this has been a welcome return to growth for most teams, with hiring processes moving quickly.

This report details 287 hires across our basket of 150 funds, with the majority being investment team hires. Interesting spikes include Wealth focused hires within Investor Relations and Secondaries hires within Investments, and we also note that 37% of total hires were women. Interesting team builds also took place at the likes of Charterhouse, CD&R and Investindustrial, amongst others.

The following pages lay out these moves in a table format to allow for quick and easy navigation, sorted by function. Hiring firms are then ordered alphabetically within each function. We then include a closing page of interesting data and trend analysis, looking at hiring volume, gender, and level.

For absolute clarity, this is not a list of Arkesden placements, but a map of publicly available market moves.

## INVESTMENT TEAMS

HIRING FIRM	TEAM	HIRED INDIVIDUAL	TITLE	PREVIOUS EMPLOYER
Advent	PE Investment	<a href="#">Beatriz Teixeira Leite</a>	Associate	Bain & Co
	PE Investment	<a href="#">Kanishk Shah</a>	Associate	Goldman Sachs
	PE Investment	<a href="#">Luka Reisch</a>	Associate	PJT Partners
	PE Investment, Industrials	<a href="#">Matteo Roussis</a>	Associate	Morgan Stanley
AEA Investors	PE Investment	<a href="#">Zuzanna Lukomska</a>	Associate	L.E.K
Alcuin	PE Investment, Growth Equity	<a href="#">Caoimhe Cuthbertson</a>	Associate	Stephens
Apax	PE Investment, Consumer	<a href="#">Freddie Greally</a>	Associate	Centerview
	PE Investment, Global Impact	<a href="#">Julien Fisch</a>	Senior Associate	Summa Equity
	PE Investment	<a href="#">Maud Gentilhomme</a>	Associate	BCG
Apollo	PE Investment, FIG	<a href="#">Anubha Gupta</a>	Associate	Deutsche
	PE Investment	<a href="#">Gianluca Sobrero</a>	Associate	Morgan Stanley
	PE Investment, Hybrid Value	<a href="#">Jan Georg</a>	Associate	Silver Lake
Ares	Special Situations	<a href="#">Alvaro Gornes</a>	Associate	Morgan Stanley
Astorg	PE Investment, Business Services	<a href="#">Chris Benson</a>	Partner	Advent
Aurelius	PE Investment	<a href="#">India Willans</a>	Associate	KPMG
Bain Capital	PE Investment	<a href="#">Stephanie Jaja</a>	Associate	MBA (INSEAD)
	PE Investment	<a href="#">Thomas Vanderhaeghe</a>	Associate	Bain & Co
Baird Capital	PE Investment	<a href="#">Samuel Pollard</a>	Associate	PwC
BC Partners	PE Investment	<a href="#">Edouard Brochet</a>	Associate	Zaoui & Co
	PE Investment	<a href="#">Edward Stanley</a>	Associate	Bain & Co
	PE Investment	<a href="#">Milton Ponte</a>	Associate	McKinsey & Co
BlackFin	PE Investment, Growth Equity	<a href="#">Calvin Creutz</a>	Analyst	Graduate
Blackstone	PE Investment	<a href="#">Alex McCallum</a>	Analyst	J.P. Morgan



## INVESTMENT TEAMS (CONT.)

HIRING FIRM	TEAM	HIRED INDIVIDUAL	TITLE	PREVIOUS EMPLOYER
Blixt Group	PE Investment	<a href="#">Adrian Foong</a>	Investment Manager	Rothschild & Co
Bridgepoint	PE Investment, Mid-Market	<a href="#">Sanneke van Walsem</a>	Associate	Morgan Stanley
	PE Investment, Mid-Market	<a href="#">Tom Davison</a>	Analyst	Deloitte
Cap10 Partners	PE Investment	<a href="#">Luca Bonanomi</a>	Partner	Blackstone
CapVest	PE Investment	<a href="#">Paul Rusen</a>	Director	Pamplona
Charterhouse	PE Investment, Healthcare & Education	<a href="#">Christian Dube</a>	Partner	August Equity
	PE Investment	<a href="#">Konstantin Rau</a>	Associate	Pamplona
	PE Investment	<a href="#">Marie Jolly</a>	Associate	Terra Firma
	PE Investment	<a href="#">Roman Henryson</a>	Associate	Evercore
	PE Investment	<a href="#">Virginia Favaro</a>	Associate	RBC
Clayton Dubilier & Rice	PE Investment	<a href="#">Amanda Axcrona</a>	Analyst	Goldman Sachs
	PE Investment	<a href="#">Edoardo Arnaboldi</a>	Associate	Centerview
	PE Investment	<a href="#">Federico Boccedi</a>	Associate	Ares
	PE Investment	<a href="#">Herve Dupont</a>	Analyst	Graduate
	PE Investment	<a href="#">Jason Bennett</a>	Analyst	Graduate
	PE Investment	<a href="#">Marius Dippe</a>	Associate	Bank of America
	PE Investment	<a href="#">Omar Shousha</a>	Associate	PJT Partners
	PE Investment	<a href="#">Pietro Mattamira</a>	Associate	Centerview
	PE Investment	<a href="#">Sophie Marchal</a>	Analyst	Graduate
CPP Investments	PE Investment, Direct Team	<a href="#">Joaquin Menna</a>	Associate	Morgan Stanley
CVC	PE Investment, Benelux	<a href="#">Elias Asselbergs</a>	Investment Executive	Goldman Sachs
DTCP	PE Investment, Technology	<a href="#">Asha Tanwar</a>	Investment Professional	Apax

## INVESTMENT TEAMS (CONT.)

HIRING FIRM	TEAM	HIRED INDIVIDUAL	TITLE	PREVIOUS EMPLOYER
Endless	PE Investment, Enact Fund	<a href="#">Jake Farrell</a>	Manager	KPMG
	PE Investment, Enact Fund	<a href="#">Rachel Holloway</a>	Investment Manager	Alvarez & Marsal
Epiris	PE Investment	<a href="#">Demiladeolu Ogunlela</a>	Associate	Oliver Wyman
	PE Investment	<a href="#">Ella Meager</a>	Associate	OC&C
	PE Investment	<a href="#">James Beart</a>	Associate	Evercore
	PE Investment	<a href="#">Mike Ebeling</a>	Partner	Goldman Sachs
EQT	Growth Team, Technology	<a href="#">Blanka Mona</a>	Associate	Goldman Sachs
	Growth Team, Technology	<a href="#">Juliette Quellec</a>	Associate	Blackstone
	PE Investment	<a href="#">Marie Ewert</a>	Associate	McKinsey & Co
	PE Investment, Future Fund	<a href="#">Salil Dias Sabir</a>	Manager	BCG
Eurazeo	PE Investment, Growth Equity	<a href="#">Ioana Iacobescu</a>	Senior Associate	Marlin Equity
Exponent	PE Investment	<a href="#">Josephine Mulder-Brussen</a>	Senior Associate	Goldman Sachs
Fremman Capital	PE Investment	<a href="#">Roberto Paracciani</a>	Investment Manager	CapVest
G Square	PE Investment, Healthcare	<a href="#">Jake Frame</a>	Associate	BXR Advisory Partners
General Atlantic	PE Investment, Growth Equity	<a href="#">Jonas Purckhauer</a>	Associate	J.P. Morgan
	PE Investment, Growth Equity	<a href="#">Riccardo Luca Broggi</a>	Associate	J.P. Morgan
GIC	PE Investment	<a href="#">Bronte Zamick</a>	Associate	Pricoa Private Capital
	PE Investment, TMT & Healthcare	<a href="#">Mihir Patel</a>	Assistant Vice President	Livingbridge
Hedosophia	PE Investment	<a href="#">Ed Perry</a>	Director	McKinsey & Co
Hellman & Friedman	PE Investment	<a href="#">Dominik Seitz</a>	Principal	Bain Capital
	PE Investment	<a href="#">Solene Lacroix</a>	Associate	Oaktree

## INVESTMENT TEAMS (CONT.)

HIRING FIRM	TEAM	HIRED INDIVIDUAL	TITLE	PREVIOUS EMPLOYER
Hg Capital	PE Investment, Saturn	<a href="#">Elliot Hodges</a>	Senior Associate	Bridgepoint
	PE Investment, Mercury	<a href="#">Jacob Kinneging</a>	Associate	ABN AMRO
	PE Investment, Genesis	<a href="#">Tara Anand Carter</a>	Partner	Houlihan Lokey
	PE Investment, Saturn	<a href="#">Victor Ambrosini</a>	Associate	Arma Partners
Hillhouse Investment	PE Investment	<a href="#">Jean-Baptiste Audier</a>	Vice President	EQT
ICG	PE Investment	<a href="#">Arman Islam</a>	Analyst	Graduate
	PE Investment	<a href="#">Fouad Jaidi</a>	Managing Director	BC Partners
	PE Investment	<a href="#">Pranav Sahni</a>	Analyst	Graduate
Inflexion	PE Investment, Healthcare	<a href="#">Henry Awit</a>	Assistant Director	Cinven
	PE Investment, Technology	<a href="#">Humphrey Baker</a>	Partner	Graphite Capital
	PE Investment	<a href="#">Manolis Katsouris</a>	Investment Executive	LionTree
	PE Investment, Healthcare	<a href="#">Martin Thrane Pedersen</a>	Assistant Director	Advent
	PE Investment	<a href="#">Martin Volker</a>	Investment Executive	Lazard
	PE Investment, Business Services	<a href="#">Michael Hammer</a>	Director	Pamplona
	PE Investment, BS & Education	<a href="#">Umberto Massucco</a>	Assistant Director	Ontario Teachers' Pension Plan
Investindustrial	PE Investment	<a href="#">Carlotta Pedrelli</a>	Vice President	Blackstone
	PE Investment	<a href="#">Katharina Massenko</a>	Associate	Baird
	PE Investment	<a href="#">Leopoldo Poletti</a>	Vice President	Three Hills
	PE Investment	<a href="#">Nicola Brussolo</a>	Investment Professional	Goldman Sachs
	PE Investment	<a href="#">Veronica Valducci</a>	Associate	Citi
Keensight Capital	PE Investment	<a href="#">Cristina Moratilla Martin</a>	Principal	Summit

## INVESTMENT TEAMS (CONT.)

HIRING FIRM	TEAM	HIRED INDIVIDUAL	TITLE	PREVIOUS EMPLOYER
Keyhaven Capital	PE Investment	<a href="#">Hanna Hol Hognestad</a>	Analyst	KPMG
	PE Investment	<a href="#">Samuel Adeyiga</a>	Analyst	Graduate
KKR	PE Investment	<a href="#">Federico Tolu</a>	Associate	Goldman Sachs
	PE Investment	<a href="#">Jesper Seligmann Damberg</a>	Associate	McKinsey & Co
	PE Investment, Technology	<a href="#">Johan Skoldkvist Fohlin</a>	Associate	Deutsche
	PE Investment	<a href="#">Laali Vadlamani</a>	Associate	Charterhouse
	PE Investment	<a href="#">Lorenzo Pimpinella</a>	Associate	J.P. Morgan
	Capital Solutions & Strategic Investments Group	<a href="#">Vyshali Nandakumar</a>	Associate	PJT Partners
	PE Investment	<a href="#">Zsombor Fabry</a>	Executive	Rothschild & Co
L Catterton	PE Investment	<a href="#">Elizabeth Wells</a>	Vice President	SoftBank Investment Advisers
	PE Investment	<a href="#">Emilio Artola de la Riva</a>	Associate	Morgan Stanley
	PE Investment, Growth Equity	<a href="#">Lily Shaw</a>	Vice President	OMERS Ventures
Livingbridge	PE Investment, Manchester	<a href="#">Alex Holland</a>	Investment Manager	Clearwater
Lone Star	PE Investment	<a href="#">Kate Timakova</a>	Associate	Bank of America
Marlin Equity	PE Investment	<a href="#">Cristobal Santisteban</a>	Associate	Perella Weinberg
	PE Investment, Technology	<a href="#">Johan Akesson</a>	Associate	Barclays
	PE Investment	<a href="#">Maelle Bombezin</a>	Vice President	TA Associates
Montagu	PE Investment	<a href="#">Iain Menzel</a>	Associate	Evercore
Nordic Capital	PE Investment	<a href="#">Ann-Sophie Baumgartner</a>	Associate	Goldman Sachs
	PE Investment, Evolution Team	<a href="#">Balint Temesi</a>	Director	Pamplona

## INVESTMENT TEAMS (CONT.)

HIRING FIRM	TEAM	HIRED INDIVIDUAL	TITLE	PREVIOUS EMPLOYER
Oakley Capital	PE Investment	<a href="#">Anna Gunningham</a>	Senior Associate	Hg Capital
	PE Investment	<a href="#">Florian Stuger</a>	Associate	MBA (LBS)
	PE Investment, Business Services	<a href="#">Laura-Victoria Nazaria</a>	Senior Associate	Stanley Capital
	PE Investment	<a href="#">Lauren Steagall</a>	Senior Associate	Clayton Dubilier & Rice
	PE Investment, Consumer	<a href="#">Sven Lindner</a>	Director	EQT
	PE Investment	<a href="#">Tomas Dillon</a>	Associate	McKinsey & Co
Oaktree	PE Investment, Global Opportunities Fund	<a href="#">Felice Zoeller</a>	Associate	Perella Weinberg
	PE Investment	<a href="#">Jeroen Slaghekke</a>	Associate	Platinum Equity
	PE Investment, Global Opportunities Fund	<a href="#">Marvin Korbach</a>	Associate	Rothschild & Co
	PE Investment, European Principal Group	<a href="#">Matteo Renzi</a>	Associate	Bank of America
	PE Investment, European Principal Group	<a href="#">Vanessa Wei</a>	Associate	McKinsey & Co
Onex	PE Investment	<a href="#">Julien Canestrier</a>	Associate	Morgan Stanley
Palatine	PE Investment, Impact Fund	<a href="#">Alistair Armstrong</a>	Partner	Primary Capital
Partners Group	PE Investment, Industrials & Consumer	<a href="#">Ana Castro Henckel</a>	Senior Investment Leader	Searchlight Capital Partners
	PE Investment	<a href="#">Massimiliano Ursig</a>	Analyst	Graduate
	PE Investment	<a href="#">Sara Mattei Gentili</a>	Associate	KKR



## INVESTMENT TEAMS (CONT.)

HIRING FIRM	TEAM	HIRED INDIVIDUAL	TITLE	PREVIOUS EMPLOYER
Permira	PE Investment, Technology	<a href="#">Apolline Tiroit</a>	Associate	Goldman Sachs
	PE Investment, Healthcare	<a href="#">Celine Li</a>	Associate	BCG
	PE Investment, Healthcare	<a href="#">Inigo Maruri Aldaz</a>	Associate	Rothschild & Co
	PE Investment, Consumer	<a href="#">Konstantin Stoll</a>	Associate	Deutsche
	PE Investment, Climate	<a href="#">Marianne Marcopoulou</a>	Associate	Brookfield
Platinum Equity	PE Investment	<a href="#">Norbert Tolnai</a>	Associate	OC&C
Preservation Capital	PE Investment	<a href="#">Sarah Pruden</a>	Associate	Citi
Providence Equity	PE Investment	<a href="#">Angus Paton</a>	Associate	Novacap
	PE Investment, TMT & Education	<a href="#">Robin Pauli</a>	Associate	J.P. Morgan
PSG	PE Investment, Software	<a href="#">Hendrik Wildhagen</a>	Senior Vice President	Verdane
	PE Investment	<a href="#">Luisa Schafer</a>	Associate	J.P. Morgan
	PE Investment, Technology	<a href="#">Pierre-Louis Bret</a>	Associate	Barclays
Queen's Park Equity	PE Investment	<a href="#">Mark Crowley</a>	Investment Professional	MARCOL
Rothschild Five Arrows	PE Investment	<a href="#">Thea Kratochvilova</a>	Analyst	BCG
Searchlight	PE Investment	<a href="#">Alberto Salvi</a>	Associate	Morgan Stanley
	PE Investment	<a href="#">Charles Ingham</a>	Associate	Evercore
Silver Lake	PE Investment	<a href="#">Alexander Angelin</a>	Analyst	Morgan Stanley
	PE Investment	<a href="#">Ignacio Lopez-Perea</a>	Associate	Morgan Stanley
STAR Capital	PE Investment	<a href="#">Kevin Li</a>	Principal	Allica Bank
StepStone	PE Investment	<a href="#">Patrick Schlumpf</a>	Principal	Coller Capital
Stirling Square	PE Investment	<a href="#">Carlos Celestino Esteban</a>	Senior Associate	MBA (LBS)
Summa Equity	PE Investment	<a href="#">Gustav Lindberg</a>	Director	Blackstone

## INVESTMENT TEAMS (CONT.)

HIRING FIRM	TEAM	HIRED INDIVIDUAL	TITLE	PREVIOUS EMPLOYER
Summit	Growth Equity, Technology	<a href="#">Alysha Zimmermann</a>	Associate	Macquarie
	Growth Equity, Technology	<a href="#">Lukas Krieg</a>	Associate	Jefferies
	PE Investment, Growth Equity	<a href="#">Sebastian Gaab</a>	Associate	Morgan Stanley
TA Associates	PE Investment, Technology	<a href="#">Amaury Sinda</a>	Associate	Goldman Sachs
	PE Investment, Technology	<a href="#">Lorenz Blum</a>	Associate	BCG
	PE Investment, Growth Equity	<a href="#">Maria Bigolin</a>	Associate	J.P. Morgan
TCV	Growth Equity	<a href="#">Karol Ciesluk</a>	Associate	Goldman Sachs
	PE Investment, Growth Equity	<a href="#">Mario Berni Canani</a>	Associate	Bank of America
TDR	PE Investment	<a href="#">Victoria Wahba</a>	Analyst	Evercore
Temasek	PE Investment, Life Science	<a href="#">Freya Svedberg-Keating</a>	Associate	MBA (LBS)
Tenzing	PE Investment, B2B Software	<a href="#">Rachel Clemo</a>	Investment Professional	Hg Capital
Terra Firma	PE Investment	<a href="#">Abhishek Gupta</a>	Senior Analyst	MBA Equiv. (LBS)
	PE Investment	<a href="#">Dami Olusanya</a>	Analyst	RBC
	PE Investment	<a href="#">Edwina Donlan</a>	Associate	Aermont Capital
	PE Investment	<a href="#">Ishan Bharadwaj</a>	Principal	H.I.G. Capital
	PE Investment	<a href="#">Ismael Belhaj</a>	Analyst	Savills IM
	PE Investment	<a href="#">Seon Kim</a>	Analyst	Macquarie
Three Hills	PE Investment	<a href="#">Emilie Chung Hom Chin</a>	Associate	Moelis
TPG	PE Investment, Software	<a href="#">Amir Khalil</a>	Associate	Morgan Stanley
	PE Investment, Software	<a href="#">Julian Mueller</a>	Vice President	MBA (Harvard)
	PE Investment	<a href="#">Teresa Talavera</a>	Associate	Citi
Trilantic	PE Investment	<a href="#">Alexander Bark</a>	Associate	BCG
Triton	PE Investment	<a href="#">Sarinna (Proud) Teeravanichpong</a>	Associate	Bank of America

## INVESTMENT TEAMS (CONT.)

HIRING FIRM	TEAM	HIRED INDIVIDUAL	TITLE	PREVIOUS EMPLOYER
TSG Consumer	PE Investment	<a href="#">Corine Freiha</a>	Associate	Towerbrook
Vitruvian	PE Investment	<a href="#">Andrea Solis Olivares</a>	Associate	McKinsey & Co
	PE Investment, Consumer Internet & FS	<a href="#">Ruben Pauwels</a>	Associate	Bain & Co
	PE Investment	<a href="#">Stephen Huang</a>	Associate	Morgan Stanley
Warburg Pincus	PE Investment, Industrials & BS	<a href="#">David Mihailovic</a>	Vice President	Modeldrive (Founder)
	PE Investment, Technology	<a href="#">Julian Kredisov-Zorin</a>	Vice President	Apollo
	PE Investment, Financial Services	<a href="#">Rory Woodhouse</a>	Associate	MBA (Columbia)
	PE Investment, Industrials and BS	<a href="#">Tobias Weidner</a>	Managing Director	Bain Capital
Waterland	PE Investment, UK Team	<a href="#">Wendy McMillan</a>	Partner	Halma plc

## INVESTMENT TEAMS, LP STRATEGIES

HIRING FIRM	TEAM	HIRED INDIVIDUAL	TITLE	PREVIOUS EMPLOYER
Adams Street	Primary Funds	<a href="#">George Anderson</a>	Analyst	British Business Bank
	Primary Funds	<a href="#">Jak Pickerden</a>	Analyst	Cambridge Associates
	Primary Funds	<a href="#">Lizzy Merrall</a>	Analyst	Top Tier Capital
	Secondaries	<a href="#">Platini Kamdem</a>	Associate	Goldman Sachs
Ares	Secondaries, PE & Credit	<a href="#">Sehyun Tark</a>	Analyst	Graduate
	Secondaries, PE & Infrastructure	<a href="#">Sina Gallist</a>	Associate	Bank of America
Astorg	GP Equity Solutions	<a href="#">Michael O'Meara</a>	Manager	Coller Capital
Blue Earth	PE Investment, Partnerships	<a href="#">Rita Nguyen</a>	Vice President	PGGM
Capital Dynamics	Co-Investments	<a href="#">Lorenzo Cirio</a>	Senior Vice-President	Trilantic

## INVESTMENT TEAMS, LP STRATEGIES (CONT.)

HIRING FIRM	TEAM	HIRED INDIVIDUAL	TITLE	PREVIOUS EMPLOYER
Carlyle (AlpInvest)	Secondaries	<a href="#">Alberto Quinaz</a>	Analyst	Graduate
CPP Investments	PE Funds & Co-Investments	<a href="#">Denis Bubnov</a>	Associate	HarbourVest
CVC Secondary Partners	Secondaries	<a href="#">Tanu Chita</a>	Managing Director	Legal & General
Hamilton Lane	Secondaries	<a href="#">Olive Fan</a>	Analyst	Graduate
Headway Capital	Co-Investments & Secondaries	<a href="#">Daniel Tamary MacLeod</a>	Associate	Rothschild & Co
	Co-Investments & Secondaries	<a href="#">Karman Jassal</a>	Associate	Macquarie
Hollyport Capital	Secondaries	<a href="#">Callum Pearson</a>	Associate	Asante Capital Group
ICG	Secondaries	<a href="#">Victor Culmann</a>	Associate	Barclays
	Secondaries	<a href="#">Yining Jiang</a>	Associate	J.P. Morgan
Lexington	Secondaries	<a href="#">Jamie Moir</a>	Associate	Campbell Lutyens
	Co-Investments	<a href="#">Nikki Lahiri</a>	Associate	Epiris
Neuberger Berman	Primaries, Co-Investments & Secondaries	<a href="#">Harvey Ryder</a>	Associate	Y TREE
	Primaries, Co-Investments & Secondaries	<a href="#">Sara Sparr Johnsen</a>	Analyst	J.P. Morgan
Quilvest Capital	Primaries, Co-Investment & Secondaries	<a href="#">Justin Castro-Pena</a>	Associate	Citi

## INVESTOR RELATIONS

HIRING FIRM	TEAM	HIRED INDIVIDUAL	TITLE	PREVIOUS EMPLOYER
Advent	Investor Relations	<a href="#">Sinead Buckley</a>	Associate	Credit Suisse
Apax	Investor Relations	<a href="#">Oliver Dunn</a>	Analyst	Octopus Investments
Apollo	Client & Product Solutions	<a href="#">Benjamin Moses</a>	Associate	Goldman Sachs
	Global Wealth Management Solutions	<a href="#">Giverny van Heemstra</a>	Associate	Goldman Sachs
	Client & Product Solutions	<a href="#">Roger Kempink</a>	Partner	Park Square
	Client & Product Solutions	<a href="#">Staffan Kampe</a>	Managing Director	BlueBay
	Client & Product Solutions	<a href="#">Vincenzo Ricci</a>	Associate	BlackRock
Astorg	Investor Relations & Fundraising	<a href="#">Corinne Schreiber</a>	Managing Director	Pantheon Ventures
August Equity	Investor Relations	<a href="#">Oyinkansola Bishi</a>	Executive	Livingbridge
Bain Capital	Investor Relations	<a href="#">Edward Chammas</a>	Analyst	Insight Investment
BlackRock	Client Solutions	<a href="#">Alexandra Brown</a>	Relationship Manager	Goldman Sachs, Sales
Blackstone	Private Wealth Solutions	<a href="#">Ben Robertson</a>	Associate	Investec
	Institutional Client Solutions	<a href="#">Linso Pals</a>	Senior Managing Director	J.P. Morgan
	Institutional Client Solutions	<a href="#">Zoe Copping</a>	Associate	OMERS
Bridgepoint	Investor Relations	<a href="#">Dawit Johannes</a>	Director	Ares
	Investor Relations	<a href="#">Julia Tattersall</a>	Analyst	UBS
Brookfield	Global Client Group	<a href="#">James Popplewell</a>	Senior Vice President	Quantum Light
	Oaktree Wealth Solutions	<a href="#">Owen Thomas</a>	Vice President	UBS
	Global Client Group	<a href="#">Paddy McDuell</a>	Associate	Mercer
Cinven	Investor Relations	<a href="#">Angelica de Filippi</a>	Executive	Bank of America
	Investor Relations	<a href="#">Xuan (Iris) Wang</a>	Executive	Deloitte



## INVESTOR RELATIONS (CONT.)

HIRING FIRM	TEAM	HIRED INDIVIDUAL	TITLE	PREVIOUS EMPLOYER
CVC	Client & Product Solutions	<a href="#">Stewart Beswick</a>	Senior Associate	Netwealth
	Business Development and Investor Relations	<a href="#">Walid Damou</a>	Managing Director	Morgan Stanley
Epiris	Investor Relations	<a href="#">Ludo MacLellan</a>	Associate	EY
EQT	Client Relations & Capital Raising	<a href="#">Amy Johnson</a>	Associate	Lazard
	Client Relations & Capital Raising	<a href="#">Elizabeth Heath-Clare</a>	Associate	Investcorp
	Client Relations & Capital Raising	<a href="#">Nael Beydoun</a>	Analyst	Antin
	Investor Relations	<a href="#">Peter Sullivan</a>	Vice President	Investcorp
General Atlantic	Capital Solutions	<a href="#">Tom Kelly</a>	Associate	CVC
Hamilton Lane	Client Portfolio Management	<a href="#">Anita Rana</a>	Vice President	BlackRock
HarbourVest	Private Client Group	<a href="#">Antonio Jesuthasan</a>	Associate	Schroders
Hg Capital	Client Services	<a href="#">Julie Pinto</a>	Associate	Bank of America
	Client Services	<a href="#">Katarzyna Skrenczynska</a>	Associate	Morgan Stanley
ICG	Client Relations	<a href="#">Navpreet Mann</a>	Managing Director	Cebile Capital
Inflexion	Investor Relations	<a href="#">Georgina Hinckley</a>	Executive	Rede Partners
	Investor Relations	<a href="#">Melissa Glotzer</a>	Director	Actis
Montagu	Investor Relations	<a href="#">Sindy (Hanyue) Zhang</a>	Manager	Hayfin Capital
Neuberger Berman	Client Service	<a href="#">James Ward</a>	Vice President	UBS
Nordic Capital	Investor Relations	<a href="#">Catherine Allan</a>	Associate	Astorg
Pantheon	Investor Relations	<a href="#">Jakob Mattsson</a>	Relationship Manager	Investcorp
	Investor Relations, Private Wealth	<a href="#">Oliver Davies</a>	Senior Associate	Citi

## INVESTOR RELATIONS (CONT.)

HIRING FIRM	TEAM	HIRED INDIVIDUAL	TITLE	PREVIOUS EMPLOYER
Permira	Investor Relations	<a href="#">Anisha Shah</a>	Senior Director	Rede Partners
	Investor Relations	<a href="#">Hannah Walsh</a>	Associate	PwC
	Investor Relations	<a href="#">Ilona Shapovalova</a>	Associate	Iberis Capital
	Investor Relations	<a href="#">Preveena Kulaveerasingam</a>	Associate	BlackRock
Platinum Equity	Investor Relations	<a href="#">Wouter Mak</a>	Managing Director	Credit Suisse
StepStone	Business Development	<a href="#">Max Chappell</a>	Associate	Record
	UK Distribution	<a href="#">Nicholas Gardner</a>	Managing Director	AllianceBernstein
Triton	Investor Relations	<a href="#">Vyas Iyer</a>	Vice President	Asante Capital Group
Waterland	Investor Relations	<a href="#">Harry Davies</a>	Senior Associate	Target Global
	Investor Relations	<a href="#">Jacqueline Randall</a>	Manager	Montagu

## PORTFOLIO OPERATIONS

HIRING FIRM	TEAM	HIRED INDIVIDUAL	TITLE	PREVIOUS EMPLOYER
Advent	Portfolio Support Group	<a href="#">Benjamaa Oulidi</a>	Director	Cobham Aerospace Communications
Apollo	Portfolio Performance Solutions	<a href="#">Jon Higginson</a>	Operating Professional	Culligan International
Aurelius	Operations Group, Procurement	<a href="#">Arsha Etebar</a>	Senior Manager	Proxima
	Strategy and Transformation	<a href="#">Mark Guest</a>	Manager	KPMG Boxwood
	Value Creation	<a href="#">Rafael Valenzuela</a>	Manager	MBA (IESE)
	Operations Group, Procurement	<a href="#">Valentina Mazzoni</a>	Manager	Efficio
Bain Capital	Portfolio Group	<a href="#">Alex Nelson</a>	Executive Vice President	AB InBev
BC Partners	Operating Partner	<a href="#">Cameron Hulett</a>	Managing Director	Triton
	Portfolio Operations, Finance Effectiveness	<a href="#">Harry Haslem</a>	Director	PwC

## PORTFOLIO OPERATIONS (CONT.)

HIRING FIRM	TEAM	HIRED INDIVIDUAL	TITLE	PREVIOUS EMPLOYER
bd-capital	Operations Club	<a href="#">Stuart Rolland</a>	Operating Partner	Cognita Europe
Blackstone	PE Asset Management	<a href="#">Tony Tang</a>	Asset Management Professional	Alvarez & Marsal
Bowmark	Portfolio Management	<a href="#">Steve Moore</a>	Director	BCG
Bridgepoint	Portfolio Team	<a href="#">Jasmine Tang</a>	Associate	KPMG
Cinven	Portfolio Team	<a href="#">Jeanne Chen</a>	Managing Director	Bain Capital
GHO Capital	Operating Partner	<a href="#">Stuart Quin</a>	Partner	Medica Group
H.I.G. Capital	Commercial Excellence	<a href="#">Dr. Peter Colman</a>	Senior Operating Partner	Simon-Kucher
Investindustrial	Value Creation, Procurement	<a href="#">Olivia Xu</a>	Vice President	EY
Keensight Capital	Portfolio M&A Associate	<a href="#">Jamie Dickson</a>	Associate	Commify
	Value Creation	<a href="#">Jerome Roberts-Dowd</a>	Director	BCG
Marlin Equity	Operations Group	<a href="#">Jessica Reed</a>	Portfolio Operations	RapidSOS
Nordic Capital	Operations Advisory	<a href="#">Regina Israel Atance</a>	Manager	Post Office Ltd
Oakley Capital	Portfolio Team	<a href="#">Federica Sara Sestili</a>	Associate	Deloitte
TA Associates	Strategic Resource Group	<a href="#">Axel Benson</a>	Senior Associate	Bowmark
Terra Firma	Operations Group	<a href="#">Kayla Tompkins</a>	Associate Principal	Alvarez & Marsal
Three Hills	Operating Partner	<a href="#">Timothy Spillane</a>	Operating Partner	Sun Capital
Triton	Value Creation, Industrial Technology	<a href="#">Sean Clay</a>	Operating Partner	Spirax-Sarco Engineering

## CAPITAL MARKETS

HIRING FIRM	TEAM	HIRED INDIVIDUAL	TITLE	PREVIOUS EMPLOYER
Aurelius	Debt Financing & Capital Markets	<a href="#">Tim Tickton</a> <a href="#">Mercorio</a>	Manager	Nomura
Bridgepoint	Capital Markets	<a href="#">Iana Orden</a>	Associate	HSBC
Cinven	Capital Markets	<a href="#">Carlotta Broglia</a>	Associate	KKR
EMK Capital	Capital Markets	<a href="#">Konstantinos Samaras</a>	Associate	H.I.G. Capital
IK Partners	Capital Markets	<a href="#">Stephan Senfle</a>	Associate Director	Aurelius
Investindustrial	Capital Markets	<a href="#">Mattia Bardin</a>	Vice President	Deutsche
	Capital Markets	<a href="#">Sarah Kannan</a>	Vice President	TPG
KKR	Capital Markets	<a href="#">Maria de Miguel Garrido</a>	Associate	Rothschild & Co
	Capital Markets	<a href="#">Rigvedang Saini</a>	Analyst	Bank of America
Montagu	Capital Markets	<a href="#">Campbell Macleod</a>	Manager	RBC

### Notes on methodology

*This report is designed to provide an insight into key market moves and team builds, across the junior, mid and senior levels, where individuals started their new role during January-June 2024. Data is based on a basket of 150 key funds and their teams in the UK. All information recorded is gained from public sources, and any limitations or errors in the report will be caused by the limitations of public sourcing.*

*The report is designed to be informative but cannot claim to be comprehensive, and focuses on Investment teams, IR/Client Solutions teams, Capital Markets teams, Portfolio Operations teams, and other key moves of interest.*

*This report does not cover wider middle and back offices hires within the investment firms covered. Arkesden may have been involved in placing some of these hires, but to protect client confidentiality, in these cases we have only listed placements which have since been made publicly available.*

## ADDITIONAL ANALYSIS & COMMENT

# 37% WOMEN

HIRES IN THIS  
REPORT

# 35% WOMEN

INVESTMENT TEAM  
HIRES

## GENDER

37% of hires in this report were women, which has remained a steady rate since our last report.

35% of investment team hires were women, including 37% of Analysts, Associates & VPs. It was only at the Director & MD levels that we saw a drop in female hiring rates (20%).

In other functions:

- 47% of IR hires were women, including 62% of Analysts & Associates.
- 35% of portfolio operations hires were women.
- 40% of capital markets hires were women, including 67% of Analysts & Associates.



As in our bi-annual PE Gender Diversity Report, Arkesden groups levels by 4 categories in our reporting:

#### Level 1

Analyst / entry-level Associate (i.e., hired from advisory), or equivalent.

#### Level 2

Senior Associate / Vice-President / Investment Manager / Associate Director, or equivalent. 'Senior' Associate hires will include Associates moving laterally with a significant amount of previous investment experience (18 months or more).

#### Level 3

Director / Principal, or equivalent.

#### Level 4

Managing Director / Partner, or equivalent.

## LEVEL

59% of hires in this report were Analysts or Associates. This remains the most common level for PE investors to hire at.

However, this is skewed by the vast majority of investment team hires being juniors (72%), which is in turn our largest input. In other functions:

- 59% of IR hires were VPs or above
- 92% of portfolio operations hires were VPs or above
- 70% of capital markets hires were VPs or above

For all mapped functions outside of investment teams, hiring firms seem to have preferred experience over the first half of 2024.

## OTHER INTERESTING TRENDS

58% of junior investment team hires came from investment banking teams, compared to just 15% from consultancies. Another 24% came from 'other' (graduates, MBAs, competitor investment teams etc), with just 3% coming from Big 4.

## OUR TEAM LEADERSHIP



**Jamie Starling**  
Partner, Co Head of Private  
Equity  
  
+44 (0)203 762 2372  
jbs@arkesden.com



**Ross Lumsden**  
Partner, Co Head of Private  
Equity  
  
+44 (0)203 762 2033  
rjl@arkesden.com



**Adam Cairns**  
Founder, Managing Partner  
  
+44 (0)203 762 2024  
07803 138 005  
awc@arkesden.com



Arkesden is a leading private investments search firm, with specialist teams focusing on private equity, real estate, energy & infrastructure, credit and asset-backed credit. We place significant numbers of investment professionals into European and global investment teams every year, across the Senior Associate, Vice-President, Director and Partner levels (or equivalent).

Arkesden  
52 Cornhill  
London  
EC3V 3PD

+44 (0)20 3762 2023  
[info@arkesden.com](mailto:info@arkesden.com)

[arkesden.com](http://arkesden.com)

