

MARKET REPORT

DISTRIBUTION INVESTMENT MANAGEMENT

OCT – DEC 2015

Q3 RECRUITMENT OVERVIEW

In Q3 the market has seen an ever growing demand for candidates across levels of seniority in the European space; covering both Northern & Pan - European distribution channels. There continues to be, a strong bias towards candidates with German, Spanish and French fluency across institutional, retail and wholesale areas.

We have seen a significant increase in demand for candidates with strong wholesale backgrounds, and a preference for discretionary experience. In contrast to the rest of 2015, there has been less demand for institutional marketing and sales candidates, however we have seen a stronger demand for those with established retail profiles .

Regarding asset class; multi-asset and fixed income continue to be sought after and recruitment in the alternatives market, including real estate, has seen a sharp rise. An increase in roles in the LDI and defined contribution space has also become very apparent since the changes to pension regulations came into force in April 2015.

Investment communication and content specialists are proving to be the new brand of marketers. The change in focus for a content driven strategy has arisen due to a need for companies to maintain their competitive edge and build long standing relationships with new and prospective clients. As ever, investment writers, thought leadership and RFP writers at the senior end of the market are in high demand, with a focus on a fixed income skill set.

EXPECTATIONS FOR Q4

Expectations for Q4 are fairly aligned with the areas already mentioned, however we are expecting to continue to see a shift in the market with fewer junior hires across the distribution space. It is interesting to note that there continues to be a shortage of talent where companies are keen to retain well performing and market leading candidates; with counteroffers becoming the norm.

Generally speaking we expect the trend of 2015 to continue.

If you do require any further information or if you wish to discuss any of your recruitment needs please do not hesitate to contact a member of the team here.

Areas covered:

- Marketing
- Sales
- Investment Writing / RFP
- Digital Marketing
- Investor and Consultant Relations
- Relationship Management & Product Specialists
- Client Services
- Events

Mason Blake is a specialist Investment Management recruitment consultancy. We currently have the largest team in the UK who focus solely on buy side recruitment across investments, operations and distribution.

This report has been prepared by the distribution team here and helps identify remuneration and compensation trends and benchmarks, issues impacting award strategies and sectors that might experience growth in 2015.

CURRENT ASSIGNMENTS

Head of UK Client Management

Communications Strategist

Head of Northern EU Marketing

Senior Marketing Manager

Institutional Business Development

Senior RFP Writer

Investor Relations Associate

Senior Marketing Executive

Retail Client Relationship Manager

Institutional Relationship Executive

Digital Marketing Executive

Distribution Consultants:



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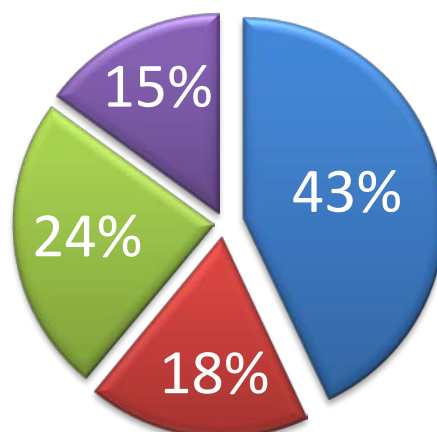
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DISTRIBUTION JOB OVERVIEW 2015



■ Marketing & Digital Marketing

■ Investment Writing & RFP

■ Sales & Client Service

■ Relationship Management, Business Development & Investor Relations

General Queries:

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