

THE GROWING IMPORTANCE OF

Talent Acquisition & Retention **for Hedge Funds**

Historically, hedge funds have been characterized as high stakes, high turnover, and no coddling, with little emphasis on early career development and mentorship. However, that model is evolving as the \$5 Trillion sector realizes that the real scarcity is not capital but talent.

In a competitive market, firms need to set themselves apart in order to secure and retain the talent necessary to post consistent financial returns. To strengthen their pipelines for early-career talent, leading multi-strategy hedge funds such as Citadel, Point72, Balyasny and Millennium (in partnership with UBS Securities) have developed structured internal academies designed specifically for college students and recent graduates.

Culture, Training and Growth

Providing academy-style training allows these firms to demonstrate their commitment to success by planting the seeds for personal and professional growth. Their programming offers formal training, hands-on exposure to investing, and mentorship from senior professionals, enabling the firms to identify high-potential candidates early and shape them into future portfolio managers and analysts.



Deborah Gollin, Head of Asset Management & Alternatives at Jackson Lucas, finds that "when speaking with candidates about current recruiting trends, they're looking for a longer-term commitment with a firm that clearly defines their potential career path coupled with a structured growth trajectory to entice them to leave and jump to a new employer. While monetary compensation is always a top determinate - Culture, Training and Growth are now supreme factors that distinguish firms, this is what junior talent is looking for today."

By recruiting top early-career talent, hedge funds can develop professionals whose skills match the firm's unique investment approach, helping them stay ahead in a highly competitive market. These initiatives also signal to prospective employees, investors, and rivals that the era of rapid hiring and firing, which has defined the industry since the late 1990s, has come to an end.

Connect with our research expert!



John Kiley

Director

Research Lead

JohnK@emmresearch.com

