



**JENSEN
PARTNERS**
EXECUTIVE SEARCH

FAST COMPANY
TOP 10 SMALL COMPANIES

WORLD'S MOST INNOVATIVE COMPANIES 2023

Jensen Partners — Latest Distribution Hiring Analysis The Ascendancy of Real Assets

INTRODUCTION:

In 2023, real assets are taking a significant position in the alternative investments sector. Their appeal lies in their capacity for growth and risk diversification. With current inflation concerns and a push for sustainable investments, LPs tell me that real assets are providing a strategic solution.

The broader alternative asset management sector remains diverse with credit strategies leading the way, demonstrating resilience amidst market changes.

This edition will focus on the increasing role of real assets, the consistent strength of credit as an asset class, and the ongoing adjustments within distribution asset management hiring.

PART 1: GROWTH

Real Assets are Q2's The Rising Star

The clear winner of Q2 — and the previous few quarters — is the real assets sector. We continue to see near-record fundraising numbers as more investors flock to the asset class, in many cases as a hedge against volatility and inflation. For example, [Preqin](#) estimates there is more than \$205 billion currently earmarked for commercial real estate investments in the U.S. alone. The hiring figures tracked by Jensen Partners back up this growth story in the real assets sector: there were 63 marketing moves in the quarter, more than double the number of moves in Q1. Some of our biggest active searches are also in the real assets space, a trend we foresee continuing through the rest of the year as more firms ramp up their fundraising.

Within real assets, much of the growth is specifically focused on infrastructure investments, which LPs have long prized for their ability to provide stability in the face of a rising rate environment. According to an analysis by [PitchBook](#):

“Infrastructure's reputation for offering low, dependable, inflation-resistant returns was put to the test in early 2021 when the Consumer Price Index (CPI)—a US inflation benchmark—leapt above 3% for the first time in a decade and kept rising. Two years later, the asset class continues to be a safe haven even as high inflation has held up. As volatility and asset markdowns drag on venture capital and private equity fund performance, institutional investors are moving more capital into the strategy.”

The contacts we speak to across the industry have echoed these talking points, pointing to bountiful investment opportunities as the infrastructure sector and the broader real assets space enjoy their current moment on the global stage.

PART 2: RESILIENCE

Credit is Q2's Unflappable Titan

According to our Jensen Partners' distribution hiring data, credit is the runner up to real assets. Credit has proven to be incredibly resilient throughout the year on both the fundraising and hiring fronts. Even as some institutional investors pull back their allocations to private debt, many private debt managers are continuing to rake in capital in huge amounts. (See our [2022 newsletter](#) on the credit space and our [2023 newsletter](#) on the “denominator effect” for more on these trends.) The most recent data from [Preqin](#) shows that Europe-based managers that specialize in credit have raised €9.6 billion through the first half of the year, with UK-based funds securing about 90% of that capital. While this represents a noticeable dip from the fundraising bonanza we observed over the last few years, it's still a positive sign

of the sustained momentum of the credit sector.

Fueling this momentum are the 272 marketers who joined a new credit firm as of June 2023, with more than half of those moves coming in Q2. This means credit firms have maintained their status as one of the biggest movers and shakers of the alternative investment industry.

One additional feather in the cap of credit specialists is the seismic shift in the banking sector as more banks pull back on their lending businesses, partly because of regulation and partly because of industry consolidation. This has left a gap to fill for nimble lenders that can supply capital to underserved markets, particularly small- and medium-sized businesses that may not qualify for a traditional bank loan.

PART 3: Decline

A Tale of Turbulence: Hedge Fund

Finally, we analyze our distribution hiring data across hedge funds, which used to be among the most prominent players in the alternative asset management universe—and indeed, many of the top-performing firms are still in high demand among institutional investors. However, Europe-based hedge fund AUM declined by 9% by the end of H1 2023, with [Preqin](#) predicting further declines amidst the current high rate environment.

Similarly, hedge funds have been shedding jobs in recent quarters. Comparing Q1 to Q2, our data shows hedge funds dropped from 121 moves to 71. While part of this dip can be explained by seasonal hiring trends, our data from previous years shows such hiring fluctuations are rare, suggesting that hedge funds now face an inflection point in what was once a story of fabulous growth and potential.

One bright spot for these firms is LPs in the Middle East, which are eager to allocate to alternative investments. Thus, while we foresee a slight slowdown in hiring among hedge funds based in the U.S. or Europe, we expect some of these same firms to dedicate resources to building out their regional teams to better service clients in the Middle East.

Concluding Thoughts

These three stories of growth, resilience and decline paint the picture of an alternative investment industry that is in a state of flux, with each sector experiencing its own unique version of headwinds and tailwinds. Naturally, this means institutional investors are reevaluating their allocations to best position themselves for the most attractive investment opportunities.

In the coming months, we will delve deeper into these trends and bring expert opinions to decipher the future alternative asset management landscape. **Stay informed and ahead of the curve with our regular updates.**

Sincerely,
Sasha Jensen

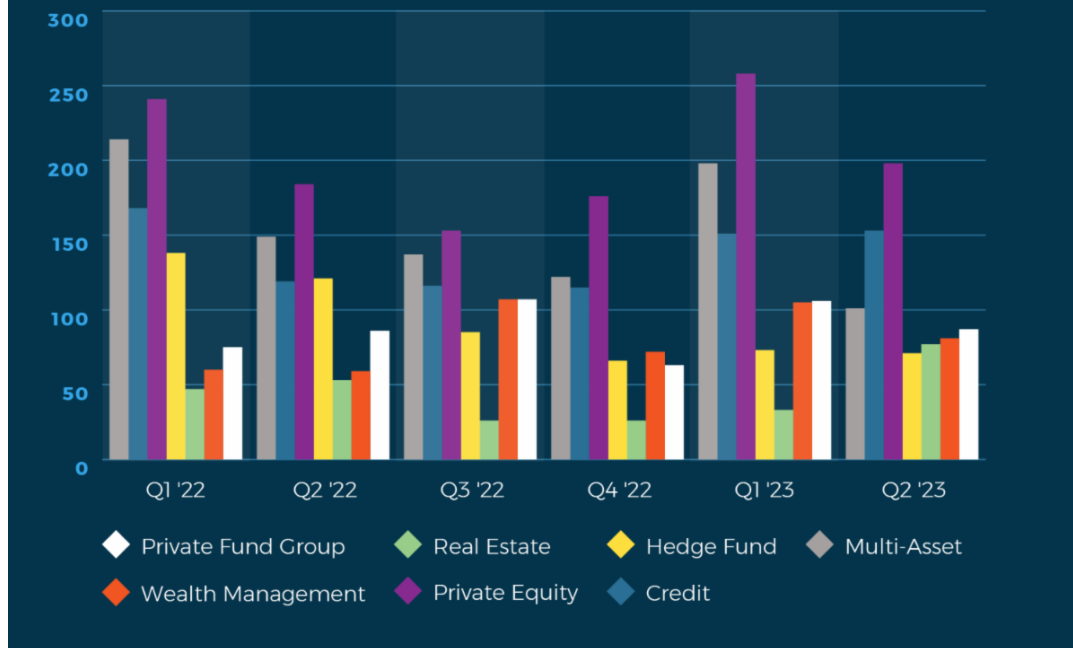


Sasha Jensen



Q2 Data Highlights

Marketing Hires by Strategy by Quarter



Selected data points from Q2 2023:

❖ In Q2 2023, we recorded a total of 866 moves, reflecting a 14.26% decrease from the preceding quarter (Q1 2023) and a 2.49% increase compared to Q2 2022, during which there were 845 moves. Notably, this marks the 14th consecutive quarter in which hiring activity has consistently exceeded 400 moves.

❖ The most prominent players in Q2 2023 were as follows: Private Equity firms, with a total of 198 moves, Credit with 153 moves, and Multi-Asset with 101 moves.

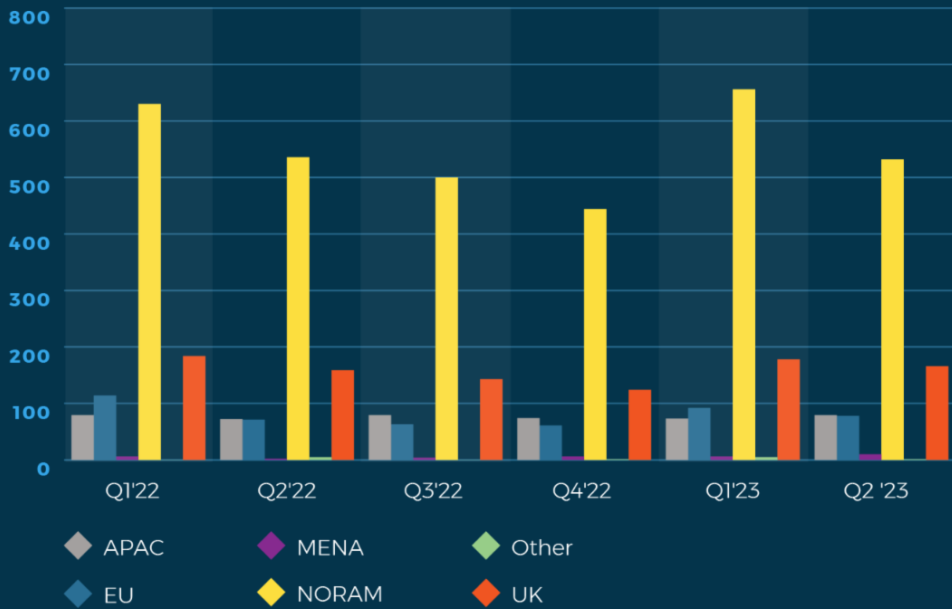
❖ In contrast to the hiring trends observed in Q1 2023, it's notable that the majority of firms experienced a decrease in their hiring activities during Q2 2023 compared to the previous quarter. Specifically: Multi-Asset saw 101 moves, representing a decrease of 97 moves or a 48.99% decline from Q1, Secondaries 24 moves, -16 or a 40% decline, Private Equity 198 moves, - 60 or a 23.26% decline, Wealth Management 81 moves, -24 or a 22.86% decline, Private Fund Group 87 moves, -19 or a 17.92% decline, and Hedge Funds 71 moves, - 2 or a 2.74% decline. Conversely, some sectors bucked this trend and exhibited an increase in hiring during Q2 2023: Real Estate had 77 moves, reflecting an impressive 133.33% increase, with 33 more moves compared to the previous quarter, Infrastructure 63 moves, + 22 or a 53.66% increase, and Credit 153 moves, +2 or a 1.32% increase. However, among the more niche sectors, both FinTech/Venture Capital and Fund of Funds experienced a 100% decline in hiring, with no new hires reported in Q2 2023.

❖ When comparing Q2 2023 to Q2 2022, we can observe significant shifts in hiring trends across various sectors. Sectors experiencing substantial growth in hiring include: Infrastructure, leading the way with an impressive 103.23% increase, equivalent to 32 more hires compared to Q2 2022, followed by Real Estate +45.28% or +24 additional hires, Wealth Management +37.29% or 22 more hires, Credit showed a +28.57% or 34 more hires, Private Equity +7.61% or 14 more hires, and Private Fund Group +1.16% or 1 additional hire. Conversely, the following sectors faced a decline in hiring compared to Q2 2022: Hedge Funds experienced a significant decrease of -41.32%, indicating 50 fewer hires, while Multi-Asset saw a notable slump of -32.21%, resulting in 48 fewer hires during Q2 2023 compared to Q2 2022.

❖ In keeping with our ongoing monitoring of hiring trends within the specialized sectors of the alternative investment space, we observed notable changes in this category. Specifically, for FinTech/Venture Capital, there was a stark decline of 100.00%, representing a decrease of 2 hires. In the case of Secondaries, there was a notable decrease of 27.27%, signifying 9 fewer hires compared to previous quarters.

❖ In Q2 2023, there was a notable decline in hiring activity across most regions, with the exception of the APAC and MENA regions, when compared to Q1 2023. Specifically, in the second quarter of 2023, NORAM saw 532 moves, indicating a decrease of 124 moves or an 18.90% decline, followed by the UK with 166 moves, reflecting a decrease of 12 moves or a 6.74% reduction, and the rest of Europe with 78 moves, marking a decrease of 14 moves or a 15.22% decline. Conversely, APAC had 76 moves, indicating an increase of 6 moves or an 8.22% rise, and MENA had 10 moves, reflecting an increase of 4 moves or a notable 66.67% upswing in hiring activity during the same period.

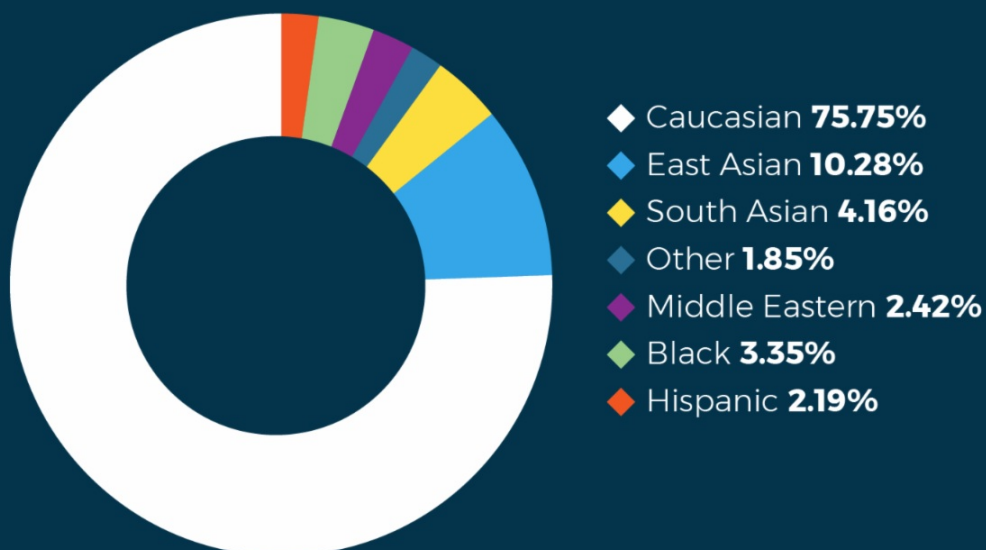
Marketing Hires by Geography by Quarter



Data on Diversity

With diversity continuing to be a top-of-mind issue for alternative investment firms, we take a deep dive using Jensen Partners' Jensen DiversityMetrics™ data visualization technology to see how well the alternative investment industry is improving diversity among the ranks of marketers.

Representation of Race/ Ethnicity (Q2 '23)

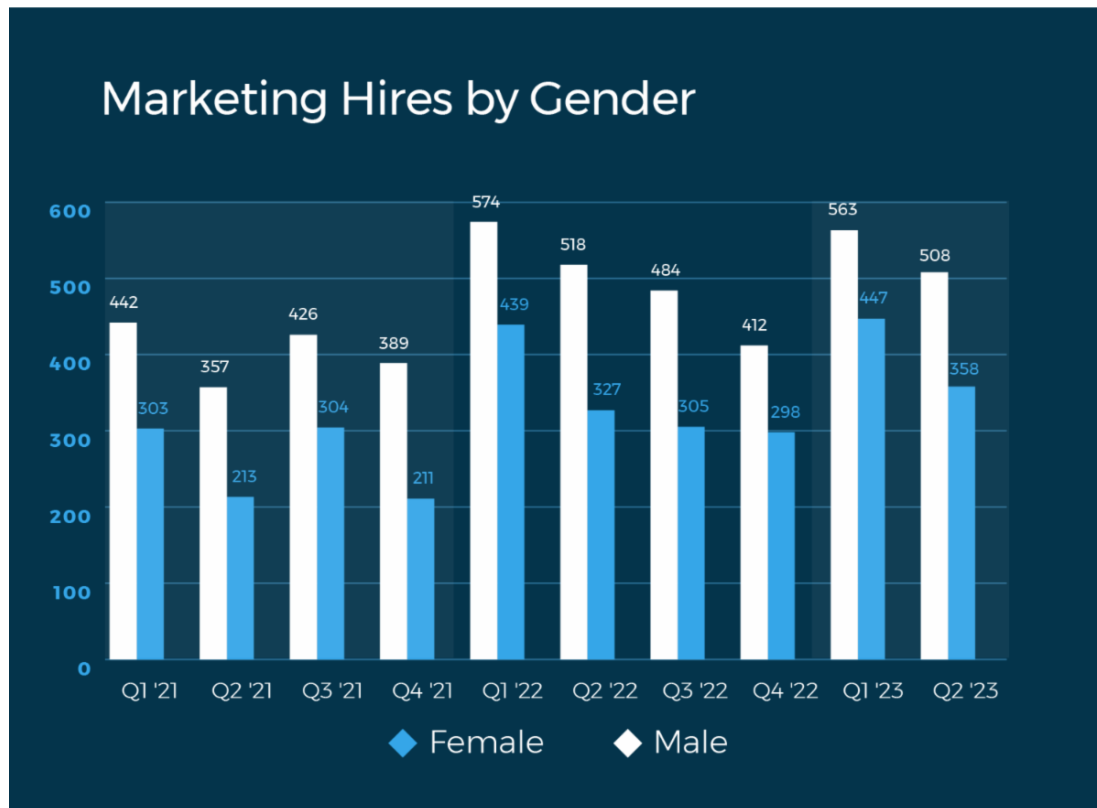


❖ In Q2 2023, we monitored 459 diverse moves, consisting of 358 or 41.34% female candidates and 101 or 11.66% male candidates from BIPOC backgrounds. These moves accounted for 53.00% of all

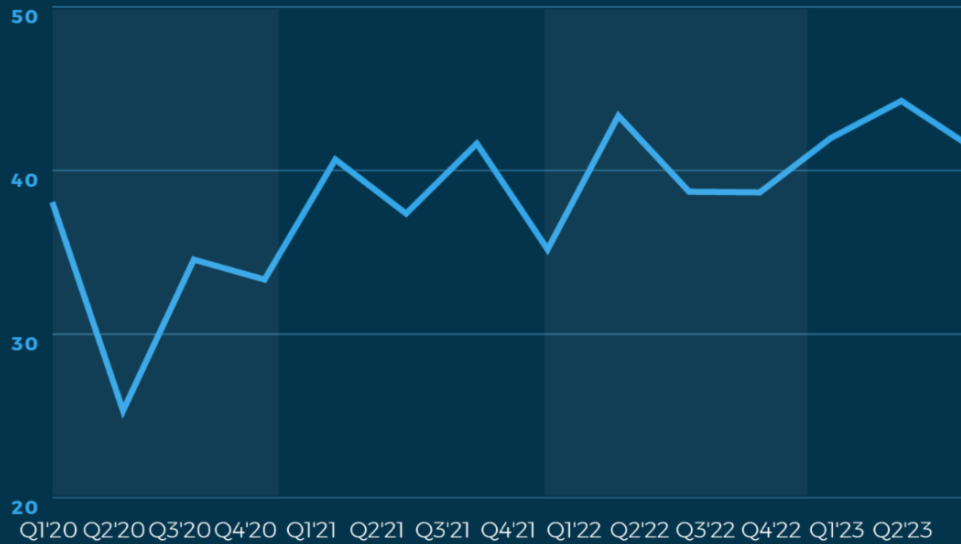
marketing moves in the quarter, indicating a 15.78% decline from Q1 2023 and a 5.28% uptick compared to Q2 2022, during which we observed 436 diverse moves —comprising 327 female candidates and 109 male candidates from BIPOC backgrounds—constituting 51.60% of all marketing job changes in that quarter.

❖ When considering gender distribution across asset classes, our analysis reveals significant changes in Q2 2023 compared to Q1 2023 and Q2 2022. Specifically, female participation in Real Estate surged by an impressive 133.33% relative to Q1 2023 and 45.83% compared to Q2 2022. In terms of ethnicity, it is noteworthy that three sectors exhibited higher proportions of non-white individuals among female participants compared to their male counterparts. According to our data, 20 individuals, or 28.57% of female Credit moves, identified as non-white, in contrast to 16 individuals, or 19.28% of male Credit moves. Similarly, in the Multi-Asset category, 15 females, constituting 35.71% of the total, were non-white, as opposed to 13 males, accounting for 22.03%. In the Hedge Funds sector, 10 female moves, comprising 27.78%, were by non-white individuals, compared to 5 male moves, which constituted 14.29%. Regarding gender diversity, it is noteworthy that females held a prominent presence in the Hedge Funds sector, representing 36 individuals or 50.70% of all Hedge Fund moves in Q2 2023, whereas in Q1 2023, males accounted for 37 individuals or 50.68% of Hedge Fund moves.

❖ In the second quarter of 2023, individuals of Caucasian descent continued to constitute the majority of all marketing moves, accounting for 75.75% of the total. This marks a slight decrease from the 78.51% ratio reported in Q1 2023 and a modest uptick from the 75.27% ratio observed in Q2 2022. Notably, the ethnic group making notable strides in its representation within the alternative investment industry is East Asian. In Q2, there were 89 moves attributed to East Asian individuals, representing 10.28% of the quarterly total. This is a slight increase compared to the 94 moves (9.31% of the quarterly total) in Q1 2023 and the 359 moves (10.69% of the yearly total) in 2022. No other ethnic group reached or exceeded 80 moves in the quarter, with South Asian (36 moves), Black (29 moves), and Middle Eastern (21 moves) coming closest in terms of representation.



Female Gender Ratio from Q1 '20 to Q2'23



Jensen Partners' New Product Offering: DEI Market Mapping

We work directly with senior investment professionals and senior marketers to identify, attract, and hire the industry's most accomplished diverse professionals.

Over the last decade, we have built a dataset that includes verified demographic data for more than 25,000 investment and distribution professionals from across the industry, including 8,000 who self-identify as having a diverse background across more than 100,000 positions.

We harness that data to support the build-out of diverse investment and marketing teams.

Current Mandates

See below for a partial selection of current mandates. Contact us at info@jensen-partners.com to learn more about each search.

HIRING: \$20B AUM Credit Manager
Role: Director, Business Development
LOCATION: New York

Our client is a leading direct lending and tradeable credit investment manager with approximately 21 billion assets under management, part of a privately owned investment management firm headquartered in New York City with \$94 billion of assets under management. Our client is hiring for a Vice President of Business Development [New York] to support the growth of the platform across their direct lending and tradeable credit strategies. The successful candidate will have direct applicable fundraising and business development experience as well as a strong knowledge of the institutional investor, alternative investment, and credit market (private and public) landscapes. The Vice President of Business Development will work as part of a small, focused four-person team on fundraising, cultivating, and managing client relationships, developing, and crafting new product launches and executing existing, live fund-raising campaigns.

HIRING: \$6B AUM Infrastructure Platform at \$385B AUM Global Investment Firm
Role: Senior Level Fundraiser
LOCATION: New York

Our client is a top-tier global alternative investment firm with 370 aum, seeking a senior level Investor Relations professional to focus on the firm's Infrastructure strategies. This individual will be responsible for the full

Infrastructure IR lifecycle from developing strategy around fund formation, pre-marketing, prospecting and fundraising, as well as non-fundraising client engagement; serving the firm's institutional client base externally and acting as the go-to internal resource for the Global Infrastructure investment leadership team. This role is a fast-paced, team-oriented position requiring coordination across multiple internal teams, senior investment professionals and other stakeholders; requiring strong product knowledge and track record raising assets from institutional investors within the infrastructure/real assets space. The right candidate will contribute to the growth of the business from both an aum and product development perspective, building relationships with prospective clients as well as expanding relationships with existing clients. This individual will work closely with the co-heads of the Infrastructure business, and oversee all IR functions on the platform, including the firm's diversified infrastructure fund, renewables fund, and core infrastructure fund – aligning with the firm's strategic goal of scaling the infrastructure strategy and building a more content-driven IR function.

HIRING: \$8B Family Office

Role: Managing Director, Business Development

LOCATION: New York

Our client is one of the most diversified privately held real estate companies in the United States, with a global footprint. Our client is seeking a Managing Director to lead capital raising for the continued expansion of the real estate portfolio. This individual will be an LP facing real estate specialist who will be collaborating closely with senior team members to support the growth of the firm. The ideal candidate will have a strong track record of raising assets for real estate development with knowledge of the North American institutional LP landscape, as well as a global perspective and relationships.

HIRING: \$4B Private Equity Firm

Role: Head of Investor Relations

LOCATION: Dallas or Remote

Our client is a diversified middle market private equity firm based in Dallas, TX. Our client is seeking a Head of Investor Relations to lead capital raising as well as managing Investor Relations and Business Development team members. This individual will be an LP facing private equity specialist who will be collaborating closely with senior management to support the growth of the firm. The ideal candidate will have a strong track record of raising assets for private equity with a global perspective. The individual will have a successful history of building and managing a team.

HIRING: \$16B Private Equity Firm

Role: US Senior Advisor of Business Development, part-time

LOCATION: United States

Our client is a UK based, value focused investor in the European middle markets investing in business services, industrial technology, healthcare and consumer sectors. Our client is seeking a Senior Advisor to serve the firm in a capacity that will benefit the business development team in North America. The significantly experienced Senior Advisor will model, lead and coach the team; and will also have LP relationships for introductions in the United States.

HIRING: \$150B AUM Global Asset Management Firm

Role: Global Head of Consultant Relations

LOCATION: London

Our client is a global asset management firm, which is very active in the Infrastructure Investments space spanning Equity and Debt products. Our client is seeking a Global Head of Consultant Relations with depth of global consultant relations spanning Europe and North America. This individual will work closely with the global distribution teams to drive strategic growth across the consultant channels across the various regions. The ideal candidate will be highly strategic and comfortable navigating a large organization that is a market leader in the infrastructure investments space. Preference is for this person to be based in London, but they will consider North American based candidates.

HIRING: \$7B AUM Private Investments Firm

Role: Head of Fundraising

LOCATION: London

Our client is a leading private markets firm, which is active in the credit space specializing in distressed, event driven and special situations investments. Our client is seeking a Head of Fundraising with depth of global institutional relationships spanning Endowments, Family Offices, Pension Funds and ideally SWFs. This individual will be responsible for driving capital formation globally, and work closely with senior management. The ideal candidate will have strong private credit product knowledge, a proven capital raising track record and experience of developing relationships with large ticket investors.

HIRING: \$6.5B AUM Private Equity aligned Real Estate Firm

Role: Mid-Senior Fundraiser

LOCATION: London

Our client is a leading Real Estate firm, which is active in private equity aligned real estate investments throughout Europe. Our client is seeking a senior level fundraiser to drive capital formation activity throughout Europe, North America and further develop LP relationships in the Middle-East and Asia. This individual will be a real estate fundraising specialist with proven capital raising experience. They will be highly process driven, a team player to work within a small capital raising team based in London.

HIRING: \$16B AUM Global Hedge Fund

Role: Investor Relations Director

LOCATION: London

Our client is a leading macro hedge fund seeking a senior-level marketing and investor relations specialist to assist with capital raising initiatives in North America. The successful candidate will work for an established hedge fund, ideally with macro or multi-stat experience. They will have a proven track record of sourcing capital from North America investors. They need to be a self-starter, commercially astute with excellent academic credentials.

Marketing Moves

Here is a curated selection of recent marketing moves across the following strategies: Credit, Fund of Funds, Hedge Funds, Infrastructure, Multi-Asset, Private Fund Groups, Private Equity, Real Estate, Secondaries, and Wealth Management.

CREDIT

Sheila Pejavar Brown joined Antares Capital in May 2023 as Managing Director, Head of European Investor Coverage. Previously, she was at Hayfin Capital Management as Managing Director, Business Development and Chair of ESG Committee. She is based in London.

Rebecca Levy joined Atalaya Capital Management as Senior Director of Business Development and Investor Relations. Previously, she was at CIFC Asset Management as Managing Director, Investor Solutions. She is based in New York.

Aaron Zimmerman joined Apollo Global Management in June 2023 as a Managing Director and Product Specialist (ABS & Opportunistic Credit) from Taconic Capital Advisors where he was a Managing Director of Investor Relations and Marketing for two years. He is based in New York.

David Love joined Brigade Capital Management in May 2023 as the Head of Insurance Coverage. Previously, he was at Western Asset Management as Institutional Sales Executive. He is based in Los Angeles.

Greg Halagan joined Oaktree Capital Management as Managing Director, Head of Insurance Solutions in May 2023. Previously, he was at Mercer as Partner, Co-Head of U.S. Insurance. He is based in New York.

Chad Plotke joined GoldenTree Asset Management as Principal, Business Development. Previously, he was at PIMCO as Executive Vice President & Account Manager. He is based in Corona del Mar, CA. Plotke reports to Kathy Sutherland, GoldenTree's CEO.

Douglas Ross joined Blue Owl Capital in June 2023 in an Institutional Business Development role. Previously, he was at Tetragon Financial Group as Head of Business Development (North America). He is based in New York.

Steve Bringardner joined Hayfin Capital Management in April 2023 as Managing Director, Head of Consultant Relations. Previously, he was at BlackRock as Managing Director, Global Consultant Relations. He is based in Chicago.

Scott Boyle joined Marathon Asset Management in April 2023 as Managing Director, Global Co-Head of Consultant Relations. Previously, he was at AllianceBernstein as Managing Director, US Consultant Relations. He is based in New York.

Harriet Steel joined Pemberton Asset Management in April 2023 as Partner and Head of Global Clients. Previously, she was at Federated Hermes as Head of Business Development, International. She is based in London.

Lori Pomerantz joined Partners Group in May 2023 as Managing Director, Global Head of Business Development and Asset Class Experts, Private Debt. Previously, she was at Goldman Sachs Asset Management as Managing Director, Portfolio Manager, High Yield & Bank Loans. She is based in New York.

Mark Smith joined Mizzen Capital as a Managing Director & Head of Institutional Marketing in April 2023. Previously, Smith Co-Founded Enacor Management. He is based in New York City.

Sheila Pejavar Brown joined Antares Capital in May 2023 as Managing Director, Head of European

Investor Coverage. Previously, she was at Hayfin Capital Management as Managing Director, Business Development and Chair of ESG Committee. She is based in London.

Maya Rogers joined OCP Asia in June 2023 as Managing Director, Global Head of Business Development. Previously, she was at Galaxy Digital as Head of Business Development & Investor Relations, EMEA. She is based in London.

Ryan Croteau joined ICG in April 2023 as Managing Director, US Consultant Relations. Previously, he was at SLC Management as Head of Consultant Relations. He is based Bookline, MA.

Tor Holberg Hernø joined ICG in April 2023 as Managing Director, Client Relations, Head of Nordics. Previously, he was at BlackRock as Director, Nordic Region. He is based in Copenhagen.

Edward Berry joined AlbaCore Capital Group in May 2023 in a Senior EMEA Business Development role. Previously, he was at Empira Group as Managing Director, Head of UK Institutional Business. He is based in West End, UK.

Matthew Chilewich joined Silver Point Capital in May 2023 as Managing Director, Consultant Relations. Previously, he was at AQR Capital Management as Principal, Head of Consultant Relations. He is based in Chicago.

Chris Mascarinas joined Sound Point Capital Management in May 2023 as Senior Director, Business Development. Previously, he was at Oxford Funds as Head of Business Development. He is based in New York.

Kristina Matthews joined Onex in May 2023 as Managing Director, Client & Product Solutions. Previously, she was at Brightwood Capital Advisors as Managing Director, Head of Investor Relations & ESG. She is based in New York.

Anne Hong Gottschall joined Crestline Investors in April 2023 as a Director of Investor Relations, Client Partnership Group. Previously, she was at Goldman Sachs as Marcus Open Site Lead. She is based in Dallas.

James Pound joined Bain Capital as a Director of Investor Relations in April 2023. Previously, he was at Barings as Director, Sales and Client Management. He is based in Melbourne.

Anthony Williams joined Mudrick Capital Management as Head of Institutional Partnerships. Previously, he was at Partners Group as Senior Client Relationship Manager. He is based in New York City.

Kallie Steffes joined The TCW Group in April 2023 as Head of Credit Product Solutions & Managing Director. Previously, she was at Brigade Capital Management as Managing Director, Private Capital Strategies. She is based in New York.

HEDGE FUNDS

Ben Maxmin joined Systematica Investments in May 2023 as Global Head of Sales & Investor Relations. Previously, he was at ICG as Managing Director, Marketing & Client Relations, EMEA. He is based in London.

Fernando Gardner joined Pine River Capital Management as a Managing Director of Marketing & Investor Relations in May 2023 from Hill Country Asset Management where he was in a similar role. He is based in New York.

Christopher Carroll joined Fulcrum Asset Management in June 2023 as Head of Hedge Fund Business Development. Previously, he was at Caxton Associates as Head of Business Development-Americas. He is based in New York.

Keith Wosneski joined Man Group in June 2023 as a Managing Director, Consultant Relations from Mackenzie Investments where he was Head of U.S. Institutional & Global Consultant Relations for five year. He is based in New York.

Daniel Lawee joined 1543 Capital as Head of Marketing & Business Development. Previously, he was at Christofferson Robb & Company as Managing Director. He is based in Greenwich, Connecticut.

Kevin Bravo-Ferrer joined Elmwood Asset Management as Head of Business Development. Previously, he was at Hildene Capital Management as Head of Strategic Opportunities. He is based in New York.

John Baclawski joined MPM BioImpact in August 2023 as Partner & Head of Capital Formation. Previously, he was at Eaton Partners as Director. He is based in New York.

Christina Lin joined Third Point in May 2023 as a Director, Investor Relations. Previously, she was at

Cerberus Capital Management as Vice President. She is based in New York.

Nick Parrish joined D1 Capital Partners as Managing Director. Previously, she was at Cresset Partners as Managing Director, Head of Business Development & Investor Relations. He is based in Chicago.

Michael Ahern joined Arrowstreet Capital, Limited Partnership in April 2023 as Director, Business Development. Previously, he was at Aegon Asset Management as Senior Director, Consultant Relations & Institutional Sales. He is based in Boston.

Tim Percarpio joined Azarias Capital Management in April 2023 as Managing Partner, Investor Relations. Previously, he was at MidOcean Partners as Head of Investor Relations. He is based in New York.

Liz Bankert joined Anomaly Capital Management as Head of Capital Partnerships in May 2023. Previously, she was at Melvin Capital Management as Head of Capital Partnerships.

Molly Giffen joined Loomis Sayles & Co in March 2023 as Head of Consultant Relations. Previously, she was at Burgundy Asset Management as Vice President, Head of Consultant Relations.

David Mullane joined GQG Partners in April 2023 as Managing Director, Business Development. Previously, he was at Falls Bridge Capital as Partner, Business Development. He is based in Miami. (check on new title)

Andrew Stotland joined Albion River in April 2023 as Managing Director, Capital Formation and Business Development from Rush Island Management (Formerly Northwood Liquid) as Head of Marketing & Investor Relations. He is based in New York.

INFRASTRUCTURE, REAL ASSETS & REAL ESTATE

Valentina Abbott joined Stafford Capital Partners in June 2023 as Global Head, Client Solutions. Previously, she was at IFM Investors as Global Head, Global Relationship Group. She is based in London.

Antonia Schwartz joined Lotus Infrastructure Partners in June 2023 as Managing Director, Head of Investor Relations. Previously, she was at Waud Capital Partners as Head of Investor Relations. She is based in New York.

Irene Mavroyannis joined Partners Group in May 2023 as Managing Director and Global Co-Head, Business Development, Infrastructure. Previously, she was at Sera Global as Managing Partner, Infrastructure. She is based in New York.

Kilian Toms joined CBRE Investment Management in June 2023 as Managing Director, Global Fund Manager. Previously, he was at Sera Global as Partner, Head of Secondary and Liquidity Solutions, Real Estate, EMEA. He is based in London.

Armit Bhabra joined IFM Investors in July 2023 as Executive Director, Head of EMEA Client Solutions. Previously, he was at BlackRock as Head of UK Corporate Pensions. He is based in London.

Casey Satterlee joined Impax Asset Management in April 2023 as Director of Consultant Relations. Previously, she was at Meketa Investment Group as Vice President, Senior Investment Analyst. She is based in Boston.

James Currie joined Foresight Group in April 2023 as Managing Director of Business Development. Previously, he was at Gordian Search as Managing Director. He is based in London.

T. Craig Watkins joined NetEnergy Capital in April 2023 as a Director, Fundraising & Investor Relations Americas. Previously, he was at AMP Capital as Director, Institutional Sales and Consultant Relations, The Americas. He is based in New York.

Jason Port joined Westport Capital Partners in June 2023 as Vice President, Investor Relations. Previously, he was at Ninety One's North America Institutional team where he was responsible for institutional capital raising in the Midwest. He is based in New York.

Manjul Ramchandani joined Cortland Capital in June 2023 as Executive Vice President, Client Relations & Capital Markets. Previously, he was at Evercore as Managing Director, Real Estate Capital Advisory. He is based in New York.

Akira Nishimura joined Heitman in June 2023 as Managing Director, Head of Institutional Sales, Japan. Previously, he was at LaSalle Investment Management as Senior Managing Director for Tokyo & Co-Head of Investor Relations for Asia-Pacific. He is based in Tokyo.

Alexa Singer joined IPI Partners in May 2023 as Director, Head of Capital Solutions. Previously, she was

at PJT Partners as a Director on the real estate team. She is based in New York.

Michael Lewis joined Stockdale Capital Partners in May 2023 as Managing Director, Head of Capital Formation. Previously, he was at Portfolio Advisors as Senior Vice President, Real Estate. He is based in New York.

Rob Hamilton, Head of Institutional Business, left AMP Capital in May 2023 to join Dexus as Head of Institutional Distribution, Australia & New Zealand.

Robin Hubbard joined M&G Real Estate in April 2023 as Global Head of Investor Relations and Investment Specialists. Previously, he was at Schroders as Head of Real Estate Capital Formation. He is based in London.

Sarah Warmisham joined Related Fund Management in June 2023 as Managing Director, Head of International Capital Markets. Previously, she was at Evercore as Founding Partner & Managing Director, Real Estate Capital Advisory Group. She is based in London.

Annie Hsieh joined Partners Group in May 2023 as Managing Director, Head of Business Development, Real Estate, Americas. Previously, she was at ElmTree Funds as Head of Investor Relations and Fundraising. She is based in New York.

Anne Westbrook joined Tishman Speyer in May 2023 as Head of Capital Raising, US. Previously, she was at Heitman as Executive Vice President Client Service & Marketing group. She is based in Richmond, VA.

Matt Innes joins ElmTree Funds as Managing Director, Head of Investor Relations. Previously, he was at Lazard as Director, Private Capital Advisory Group. He is based in New York.

Neal J. Howe joined Safe Harbor Equity in May 2023 as Senior Director, Business Development. Previously, he was at Welton Investment Partners as Partner & Director of Investor Solutions. He is based in New York.

MULTI-ASSET

Jeffrey Berman joined Insight Investment in April 2023 as Head of Distribution, North America. Previously, he was at BlackRock for 17 years as Co-Head of US Pensions. He is based in New York.

Amy Theuninck joined Manulife Investment Management in April 2023 as Managing Director of Insurance Solutions. Previously, she was at Securian Asset Management as Managing Director, Institutional Solutions & Head of Consultant Relations. She is based in Minneapolis.

Monica Fan-Bradley joined Aviva Investors in June 2023 as Head of Institutional Global Client Solutions. Previously, she was at UBS as Managing Director, Head of Global Consultant Relations. She is based in London.

Angela D. Ruane joined Robeco as Head of institutional sales, U.S. Previously, she was at Insight Investment as Institutional Business Development, North America. She is based in New York.

George Maltezos joined BlackRock in April 2023 as Head of BlackRock Alternative Specialists APAC. Previously, he was at Campbell Lutyens as Partner, Head of Asia Pacific. He is based in Singapore.

Dana Hildebrand joined Ninety One in May 2023 as Director, Head of Consultant Relations, North America. She was previously at State Street Global Advisors as Managing Director, Head of Consultant Relations, Americas. She is based in New York.

Tim Kruis joined Robeco to lead institutional sales in the Netherlands. Previously, he was at Record Asset Management as Head of Advisory. He is based in Netherlands.

David Tucker joined Curasset Capital Management in April 2023 as Senior Vice President, Senior Client Relationship Manager. Previously, he was at Pinnacle Associates as Senior Vice President, Head of Intermediary Distribution. He is based in New York.

Nithin Johnson joined Patria Investments in June 2023 as Managing Director, International Sales. Previously, he was at Tikehau Capital as Head of Business Development, Americas. He is based in New York.

Ciaran Carr joined Insight Investment in May 2023 as Head of Client Solutions Group, North America. Previously, he was at Legal & General Investment Management America as Head of Solutions Strategy. He is based in New York City.

Timo Schild joined Allspring Global Investments as Sales Director. Previously, he was at NORD

Holding UBG mbH as Head of Client Relations. He is based in Frankfurt.

Doug Byrkit joined Matthews Asia in April 2023 as Head of Distribution and Global Client Service. Previously, he was at Dimensional Fund Advisors as VP, Head of Institutional, The Americas. He is based in Austin.

PRIVATE EQUITY

Amber Hilkene joined Stanley Capital as Chief Growth Officer. Previously, she was at AnaCap Financial Partners as Partner, Head of Investor Relations. She is based in London.

Jennifer Cahill joined Fasanara Capital in April 2023 as Co-Head of US Capital Formation. Previously, she was at Harbet Management Corporation as Managing Director. She is based in New York.

Mark DeVincentis joined Avance Investment Management in June 2023 as Partner, Head of Capital Formation and Investor Relations. Previously, he was at Crescent Capital Group as Head of Strategic Partnerships. He is based in New York.

Brian Hickey joined AE Industrial Partners in April 2023 as Managing Director, Capital Formation. Previously, he was at Brookfield Asset Management as Senior Vice President, Client Relationship Management, Private Funds Group.

James Marsh joined Vista Equity Partners in April 2023 as Managing Director, Capital & Partner Solutions. Previously, He was Managing Director in the Client and Partner Group at KKR. He is based in London.

Federico Persico joined Littlejohn & Co. in April 2023 as Head of Capital Formation. Previously, he was at Briarwood Chase Management as Chief Operating Officer and Head of Business Development. He is based in New York.

Laurent Donin de Rosière created the Firm Ambianta in May 2023 and leads as Partner, Head of Investor Relations & Strategic Partnerships. Previously, he was with BC Partners as Partner and Co-Head of Investor Relations. He is based in London.

Jay Brupbacher joined The Raine Group in May 2023 as Managing Director, Investor Relations. Previously, he was at Astorg as Head of US, Investor Relations. He is based in New York.

James Popplewell joined QuantumLight in May 2023 as Head of Fundraising. Previously, he was at Rede Partners as Director. He is based in London.

Kaitlin Fronczek joined Ara Partners as Director, Head of Investor Relations. Previously, she was at Apax Partners as Vice President, Investor Relations. She is based in London.

Robert W. Stockton joined Grafine Partners in May 2023 as Managing Director, Business Development. Previously, he was at Avenue Capital Group as Managing Director, Business Development. He is based in New York.

Jose Mahomar joined Partners Group in May 2023 as Head of US Consultant Relations. Previously, he was at Goldman Sachs as Managing Director, Co-Head of Consultant Relations, Americas. He is based in New York.

Dan Ellis joined Coatue in May 2023 as Principal, Investor Relations. Previously, he was at ICG as Principal, North American Marketing & Client Relations. He is based in New York.

Andrew R. Harrison joined Perwyn in May 2023 as Partner, Head of Capital Formation from Greenhill & Co. as Managing Director, Head of EMEA Primary Capital.

William Allis joined Northleaf Capital Partners in June 2023 as a Managing Director, Business Development, Insurance. Previously, he was at BlackRock as Director, Business Development, Financial Institutions Group. He is based in New York.

Lauren Mangino joined InTandem Capital Partners in July 2023 as Principal, Head of Investor Relations & Capital Formation. Previously, she was at Fifth Wall Ventures as Principal. She is based in New York.

PRIVATE FUNDS GROUP

Oliver Rahe joined MPW Capital Advisors in June 2023 as Managing Director. Previously, he was at Goldman Sachs Asset Management as Head of Retail Client Business, Germany. He is based in Abu

Dhabi.

Matthew Flynn joined William Blair Private Capital Advisory as a Managing Director in May 2023 from Campbell Lutyens where he was most recently a Managing Director. He is based in Charlotte.

Michael Clurman joined FocusPoint Private Capital Group in April 2023 as Managing Director, Distribution, North America. Previously, he was at Jefferies as Managing Director. He is based in New York.

Blake Mock joined Pinnacle Trust Partners as Managing Director, Private Fund Group. Previously, he was at Advantage Capital as Senior Vice President, Investor Relations & Capital Formation. He is based in New York.

John Crocker joined FIRSTavenue in May 2023 as Managing Director, Head of US Project Management, North America. Previously, he was with Addepar as a Capital Formation and Client Specialist. He is based in New York.

Patrick Daly joined Sextant Capital Solutions in April 2023 as Managing Partner, Capital Raising. Previously, he was at Park Hill Group as Managing Partner.

Jonathan Jameson joined Houlihan Lokey Private Funds Group in June 2023 as a Managing Director in New York. He joined from GCA as part of Houlihan's acquisition of the firm.

Michael Zard joined Atlantic-Pacific Capital in July 2023 as Principal, Private Fund Group. Previously, he was at Sera Global as Executive Director, Private Capital Advisory. He is based in Los Angeles.

Ryan Kane joined Atlantic-Pacific Capital in July 2023 as Principal, Private Fund Group. Previously, he was at Sera Global as Executive Director, Private Capital Advisory. He is based in Chicago.

Alexander (Xan) Morgan joined Threadmark in June 2023 as a Senior Vice President, Fund Placement from Stonepeak. He is based in San Francisco.

Bernhard Ellmer joined Keel Harbour in June 2023 as a Senior Managing Director, Capital Raising. Previously, he was at White Summit Capital as Partner. He is based in London.

Barry Wilson joined FIRSTavenue in April 2023 as Managing Director, North American Private Credit Origination and Distribution. Previously, he was at Wilson Capital Advisors as Managing Member, Private Credit and Direct Lending Strategies. He is based in New York.

SECONDARIES

Adrian Siew joined Eaton Partners in July 2023 as a Managing Director on the Secondary Advisory team. Previously, he was at Credit Suisse as Director, Private Fund Group, Capital Solutions. He is based in New York.

Rich Terres joined KSV Advisors in April 2023 as a Managing Director, Head of Marketing & Business Development. Previously, he was at Spruceview Capital Partners as Partner. He is based in Boston.

Clay McCoy joined Campbell Lutyens in June 2023 as Managing Director, Infrastructure Secondaries Advisory. Previously, he was at Solomon Partners as Director. He is based in Greenwich, CT.

Dennis Kwan joined Jefferies in May 2023 as Managing Director, Private Capital Advisory, Secondary Advisory. Previously, he was at Harvest Investment Management as Head of Investor Relations. He is based in Hong Kong.

Spencer Gyory joined Lazard in May 2023 as Director on the Secondary Advisory Team. Previously, he was at Goldman Sachs as Vice President, Secondaries. He is based in New York.

Todd Jones joined Devon Park Advisors in June 2023 as a Vice President from Deutsche Bank where he was a member of the Financial Sponsors Group. He is based in New York

Peter Wright joined Devon Park Advisors in June 2023 as a Vice President in New York. He joined from Campbell Lutyens after three years on the Secondary Advisory unit.

WEALTH MANAGEMENT

Guo Dong (Gordon) Chin joined Apollo Global Management in April 2023 as a Director of Global Wealth Management, Asia Pacific. Previously, he was at Brookfield Asset Management as Vice President, Client

Relationship Manager, Wealth Management, APAC. He is based in Singapore.

Scott Thomas joined Hamilton Lane in June 2023 as Principal, Head of Private Wealth, Australia. Previously, he was Director of Investment Strategy at Invesco. He is based in Sydney.

Pamela Brylski joined Shenkman Capital in April 2023 as a Director of Family Offices, Endowments, and Foundations. Previously, she was at BlackRock as Director, Senior Fundraiser and Investor Relations, Family Offices, Endowments and Foundations. She is based in Miami.

Michael Mendelsohn joined Star Mountain Capital as a Private Wealth Distribution Consultant from Hodes Weill & Associate where he was a Principal focused on Institutional Capital Raising and M&A advisory work across both Real Estate and Real Assets broadly.

Mark Piazza joined Willow Tree Credit Partners as Managing Director, Head of Private Wealth Management Solutions. Previously, he was at Advent Capital Management as Managing Director, Business Development & Investor Relations. He is based in New York.

Doug Keller joined T. Rowe Price as Head of Alternatives, US Intermediates. Previously, he was at Blue Owl Capital as Managing Director, Wealth Management. He is based in New York.

Shane Clifford joined The Carlyle Group in July 2023 as Managing Director, Partner & Head of Private Wealth Strategy. Previously, he was at Franklin Templeton Investments as Senior Managing Director, Alternative Strategies. He is based in New York.

Bruce Emken joined Pathway Capital Management in June 2023 as the Head of Wealth Management. Previously he was at BlackRock as Divisional Manager, Wealth Management. He is based in Newport Beach, CA.

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