



Asset Management - Risk Market Update

1H 2022 Market Update

It's been a while since our last ***Risk Talent Market Update***. We've been too busy to produce one, which in our world is good news; but is it bad news that we have the bandwidth to get one out now? It's hard to say yet but summer is always a slower time and there is a combination of low-level inflation/recession concerns and the fintech's experiencing a "shake out" that has eased demand for risk talent a bit. There is still solid activity, but we've been afforded the time to breathe again.

SUPPLY & DEMAND:

Demand for risk talent has been the highest we've seen in several years. It began with a flood of openings that were on hold since 2020 (due to Covid) coming back online in 2021 alongside 2021 talent needs, then it really took off as 2021 ended, straight through Q1 and Q2 2022 making the demand line look like a hockey stick.

Demand continues to outstrip supply of technically inclined risk, portfolio construction and quantitative/analytical professionals at all levels. Hedge funds and crypto made up a large portion of that demand, however, we've been seeing demand coming from traditional asset managers as well, where there was only flat to minimal growth over the past few years. Demand for more technical risk professionals has grown there as exposure to derivatives and private assets has increased. Some of these firms have split the quants from the risk managers perhaps in an effort to obtain appropriate talent. The alts, on the other hand, continue to seek out "all in one" quantitative talent that understands risk, portfolios and asset classes/markets but that can also communicate complex concepts with clients, PMs and leadership.

COMPENSATION TRENDS:

Demand has pushed up comp and challenged most firms who have had to make great efforts to keep their talent from walking out the door. We are still hearing about risk leadership losing talent to 30% - 50% increases in comp. Talent was ready to jump for growth opportunities and new/exciting opportunities to build out new frameworks and teams, many times in less regulated markets with a chance for a big equity pay off in the future. Many are seeking better work/life balance and WFH options post covid, yet the major names out there (usually the top payers) are holding strong to having staff back in the office. However, firms who are flexible with WFH or open to remote only have been able to manage compensation growth by hiring in less expensive markets or finding higher priced talent that is open to taking a pay cut to WFH and not in go in on a regular basis.

OTHER TRENDS & TOPICS OF INTEREST:

- ***Crypto/DeFi*** was barely mentioned in our past market updates, now it has its own section as we see more major funds and banks considering the risks and stepping into the space (Breva,



Point72, Blackrock, etc). We've seen a number of TradFi risk professional make the move over (see below).

- **ESG and Climate Risk** continues to be an important topic falling into the CRO's sphere of influence, we've seen a few risk organizations add climate risk professionals (the definition of which varies widely) or add it to an existing risk leader's mandate.
- Post Covid shifts in **work flexibility** continue to be a factor in attracting and retaining talent – candidate expectations of at least some level of flexibility has solidified yet leadership continues to value the exposure and growth their team gains from working face to face with other people in the firm. Most of the alts and top name ibanks expectations are FT in office, the cryptos falling more into the fintech/tech arena are extremely flexible. Many of the large alternatives have found some middle ground by opening “outpost” offices in CO, FLA and CT to provide options.
- The shift to **Florida** continues – we are seeing firms either open offices in Florida or move their business there entirely. Notable firms include Icahn Capital, Blackrock, Citadel, Apollo, Elliott and Point72. It's a growing hub for fintech, we've been watching this trend for some time and excited for the potential future need for a Spire Search Partners office to work from during the cold/dark NY winter.
- **Diverse talent** continues to be an important topic amongst the major banks and PE firms, but less so amongst the hedge funds and fintech. Our experience in this area continues to equip us to win searches where a diverse slate of talent is required.

NOTABLE MARKET MOVES 2021/2022:

Asset Management / Insurance

- **Jacques Longerstaey** has retired from **TIAA** where he was EVP, Chief Risk Officer, Financial Risk & Capital Management. **Trey Stenersen**, Senior Managing Director and Head of Investment Risk at **Nuveen** transitioned into the CRO role. **Mary Beth Ramsay**, formerly the SVP & Actuary, Head of Client Solutions at **SCOR**, joins **TIAA/Nuveen** as EVP, Head of Risk & Compliance and Head of TIAA Financial Risk
- **Benjamin Seidlich** transitioned from SVP, Co-Head Investment Risk to sole SVP, Head Investment Risk at **Franklin Templeton** replacing **Suzanne Akers** who will join **Alberta Investment Management Corp.** as CRO.
- **Tilak Lal** transitioned from Head Of Risk at **Lighthouse Investment Partners** to Head of Risk at **Luminae Partners** which is a diversified division of **Lighthouse Investment Partners**. **Tilak** was SVP and Co-Head of Investment Risk at **Franklin Templeton Group**
- **MetLife** promotes **Claudia Cromie** to CRO, MetLife Investment Management. She joined **MetLife** in 1990 as a credit analyst and most recently served as Managing Director, Portfolio and Risk Analytics.
- **Wolfram Peters**, former Global Chief Risk Officer at **Allianz Global Investors** joined **Credit Suisse** as CRO Asset Management.
- **Lee Marks** joins **Edelman Financial Engines** as CRO, he joins from **Willis Towers Watson** where he was a CRO.

- **Andrew Peters** joins **NY Life Investments** as MD, Head of Investment Consulting Group from **Invesco** where he was the Head of Alternatives Risk.
- **Sarah Williams** joins **Guardian Life** as CRO to evolve the risk management program. She was a former deputy CRO at life insurer **Global Atlantic** and is now embarking on tasks including the development of asset and climate risk oversight at **Guardian Life**.
- **Admiral Group** appoints **Keith Davies** as Group Chief Risk and Compliance Officer. He will report to **Milena Mondini de Focatiis**, Admiral's Group CEO. He joins from Federated Hermes Limited where he was Chief Risk & Compliance Officer.
- **Tom Bolt** has transitioned to Executive Vice President and Chief Risk Officer at **AIG**. He replaces **Sabra Purtill**, who was recently named Executive Vice President and Chief Investment Officer for **AIG's Life & Retirement business**.
- **Jason Evans**, formerly Portfolio Manager of **DRW** has joined **Alphadyne Asset Management** as CRO
- **Dan Rodriguez** former CRO of **Light Sky Macro, LLC** joins **P. Schoenfeld Asset Management** as CRO.

Cryptocurrency

- **Galaxy Digital** appoints **Felix Cua** as CRO. He joins from **Capstone Investment Advisors** where he served as CRO.
- **Anchorage Digital Bank** appoints **Rachel Anderika** as CRO, she joins from **Silicon Valley Bank** where she was the Head of Risk Governance Oversight.
- **Genesis Global Trading** appoints Michael Patchen as CRO, he was formerly the CRO at **AQR Investment Management**
- **Chris Davis**, formerly Head of Risk of **Binance.US** has joined **Wyre** as Head of Risk & Compliance Platforms and Program Management.
- **BlockFi** appoints **Christopher Spicer** as the Head of Credit Risk and Underwriting. He joins from **Morgan Stanley** where he led three global teams in Credit Risk Management. **Chris Perez**, formerly Managing Director of **Goldman Sachs**, joins **BlockFi** as MD Head of Market Risk and Quantitative Analysis. They both report to **BlockFi's** CRO **Yuri Mushkin** (former ED at Goldman Sachs and CRO of The Beneficient Group).
- **Ripple** appoints **Barry Joseph** as Chief Risk Officer. Prior to this he was a CRO at **Settle**.
- **BitMEX** appoints **Marcus Hughes** as CRO, he joins from **Coinbase** where he was the Managing Director, Europe and General Counsel, International
- **Protego Trust** appoints **Don Andrews** as CRO, he joins from **City National Bank** where he was a Wealth Management Chief Compliance Officer.
- **FTX US Derivatives** appoints **John Paul Rothenberg** as Deputy CRO. He joins from the **U.S. Commodity Futures Trading Commission** where he was a Risk Analyst.
- **Julie Schoening** former **Surveillance System Architect** at **Alphadyne Asset Management** joins **FTX US Derivatives** as CRO.
- **BitGo** appoints **Ali Hayat** as Director of Risk Management. He joins from **Ernst & Young** where he was a Manager, ITRA, FSO.
- **Robinhood** appoints **Jaad Barakat** as Director, Operational Risk. He joins from **Charles Schwab**, where he served as Director.



- **Bitnomial** appoints **Steve Ivey** as CRO, he joins from **Rosenthal Collins Group** where he was the CRO.