

Securing the best financial services talent for your business

The power of people





About Cobalt Recruitment

Cobalt Recruitment was set up in London over a decade ago to provide specialist recruitment and HR advisory services to a variety of sectors. In recognition of today's global skills market, our experienced Financial Services Division operates from offices across the UK, Europe, Middle East, Asia & New Zealand. We have the ability to source high-calibre financial services professionals for and from any location around the world and we are finding our global approach to be more relevant in a sector that is increasingly without international boundaries.



Why use Cobalt?

Quality results

- We are known for recruiting, retaining and training market leading consultants. We pride ourselves on the quality of our service and the consistency with which we deliver desired outcomes and this begins with our exceptional consultants.
- Our consultants have a deep knowledge of their sectors with many having professional experience in the industries that they now recruit into.
- Our consultants are trained in multiple recruitment methods, such as executive search, advertised selection and contingency recruitment.
- Our Financial Services Division is led by an experienced management team, which has extensive experience of recruiting for the built environment and infrastructure sectors.

Tried and tested

- With the majority of our turnover coming from repeat business, we focus on building long-term partnerships with our clients. As such, we frequently feature on preferred supplier lists for clients ranging in size from boutique investors and advisory firms to multinational, multi-disciplinary banks and financial institutions.

Secure high-calibre financial services professionals for your organisation

- Our domestic search efforts can be combined with our international reach if you require a wide-angle approach to candidate sourcing.
- Our consultants maintain extensive passive jobseeker networks that we can tap into to ensure we present you with the best selection of candidates.
- We work with and support clients on every side of the financial services spectrum to ensure that we have excellent visibility of the market and trends within it.
- We take time to vet prospective employees fully; every candidate is interviewed and assessed by a trained, specialist consultant on current and past experience, professional qualifications, educational background and sector/transaction expertise. We also seek to understand their motivations and ambitions, taking a consultative approach to ensure they are right for the role they are being considered for.
- We are able to administer and provide psychometric assessments if requested.

Global capability

- With 14 offices across four continents, we offer a true global reach.
- All consultants work from a centralised IT system that includes our database, meaning real time access to a captive and constantly expanding global talent pool.
- Our consultants are recruited from around the globe and include Arabic, Croatian, Dutch, Filipino, French, German, Mandarin, Romanian and Spanish speakers.

Cobalt Guarantee

- On the rare occasion that the hire of your new recruit does not work out as well as you would have hoped, you will be covered by our guarantee, where we will seek to introduce a replacement employee at no extra charge for a specified timeframe.



Our services

Executive search

Our consultants are fully trained in the processes of both domestic and international executive search. We are able to source senior professionals and those with rare skill sets at all levels who are difficult to attract through advertised selection and database resourcing. This approach also ensures confidentiality is maintained when dealing with sensitive senior positions. We have an in-house research team who are up to date with current market trends, and have a deep understanding of the individuals within it.

Advertised selection

We use a variety of media including industry specific publications. This is done either in conjunction with your own brand or anonymously if more appropriate.

Contingency and interim recruitment

We have a rich database of financial services professionals. This enables us to react quickly to your resourcing requirements and provide a tailored selection of appropriate candidates to suit your specifications.

Remuneration advice

Our consultants are able to provide support and advice in other human resource areas such as compensation and benefits. We offer salary surveys for specific disciplines that are based on actual, accurate and current compensation data.

Skills testing and psychometrics

If you would like to include testing as part of your hiring process and you don't have the resources in-house to do so, we can facilitate this process.

Competitor Analysis

We are increasingly asked to provide services broader than traditional executive search. These services can enable you to make key decisions across a range of areas including recruitment, departmental budgeting, remuneration and general strategy.

Reputation Analysis

This report will aim to give you an honest and accurate view of the way the market assesses your business, product and people.

New Entry Report

This report will enable you to assess a potential new market that you may consider entering. We will identify your potential competitors, their personnel, P&L and reputations.

Bespoke Reports

If you require information that is not covered in the previously mentioned reports, please contact us to discuss any bespoke requirements you may have.



Disciplines covered

We are able to provide specialist financial services professionals to meet your requirements in a range of disciplines including, but not limited to:

- **Private Equity & Direct Investment**
- **Asset Management**
- **Investment Banking**
- **Debt & Structured Finance**
- **Sales & Trading**
- **Wealth Management**
- **Risk Management & Compliance**
- **Finance & Accountancy**

We now operate across a broad range of sectors globally. However, we have an especially strong track record in financial services recruitment related to infrastructure, energy and real estate, as these are the sectors that Cobalt has operated within for over a decade.

A selection of our recent placements

Private Equity, Direct Investment & Investment Banking

Region	Positions filled	Client
UK	CEO, Head of Investment	Leading German Real Estate Fund
CEE/CIS	CIO, Head of Investment	Leading Real Estate Investment Firm
MENA	Head of Capital Raising	Leading US/UAE JV Real Estate Fund
MENA	Head of Real Estate Investment	Investment Bank in Qatar
W. Europe	Head of Real Estate Investment	International Investment Bank
MENA	Head of Economics – Energy Sector	Market Leading Energy Investor
CEE/CIS	Head of Energy & Infrastructure	Leading Global Investment Bank
UK	Senior Investment Director	Boutique London Investment Firm
UK	Director, Infrastructure Investment	Leading Pension Fund
MENA	Investment Director, Private Equity	GCC Private Equity Firm
MENA	Investment Director, Transport	Leading GCC Sovereign Wealth Fund
UK	VP, Investment Manager	Private Equity Firm
MENA	Senior Finance Manager	Private Equity Fund, Abu Dhabi
Germany	Senior Account Manager	International Investment Bank
MENA	Corporate Finance Team	Large Utilities Company
UK	Deal Manager	International Bank
Germany	Associates, Infrastructure Investment	Leading GCC Sovereign Wealth Fund
UK	Associate, Renewable Energy	Private Equity Firm
Germany	Investment Associate	Real Estate Private Equity Debt Fund
UK	Analysts, Infrastructure Investment	Leading Pension Fund

Asset Management

Region	Positions filled	Client
MENA	CIO, Asset Management	Leading GCC Sovereign Wealth Fund
UK	Head of Acquisitions - London/Europe	European Asset Manager
Australasia	Head of Fund Management	Leading Infrastructure Investor, NZ
MENA	Head of Research – Real Estate Sector	Leading GCC Sovereign Wealth Fund
MENA	Investment Director, Fund Selection	Leading GCC Sovereign Wealth Fund
UK	Senior Investment Manager, London	Market Leading US Fund Manager
Germany	Investment Manager	International Hedge Fund
UK	Associate, Loan Asset Management	Large Pension Fund

Risk Management and Compliance

Region	Positions filled	Client
MENA	Head of Compliance	International Regional Bank
MENA	Head of Risk Management	Market Leading Brokerage
MENA	Senior Manager, Market Risk	Sovereign Wealth Fund
Germany	Senior Credit Manager	Large German Bank
Germany	Risk Advisor, Real Estate	Leading German Bank
MENA	Manager, Credit Risk Analytics	Corporate & Commercial Bank
Germany	Risk Manager	International Investment Bank

Placements continued...

Debt & Structured Finance

Region	Positions filled	Client
UK/West Europe	MD, Head of European Securitisation	European Investment Bank
UK	MD, Head of Financial Modelling, Infrastructure	European Investment Bank
UK/West Europe	MD, Head of Real Estate Finance	Leading European Bank
UK	Head of Real Estate Finance	Leading European Bank
UK/West Europe	Head of Debt Structuring	Leading European Infrastructure Fund
UK/West Europe	Director, Head of CMBS Loan Structuring	European Investment Bank
UK	Director, Distressed Debt Portfolio Management	Real Estate Servicer
Germany	Senior Real Estate Banker	Leading Real Estate Developer
MENA	VP, Project & Infrastructure Finance	Market Leading Sovereign Investor
Germany	AD, German NPL Investment	Global Investment Bank
UK/West Europe	Associate, ABS Quantitative Modeller	European Investment Bank
UK	Associate x 2, Debt Quantitative Modelling	Real Estate Servicer
UK	Analyst, Real Estate Finance	Mezzanine Fund

Sales & Trading

Region	Positions filled	Client
UK	MD, Head of US Equity Derivative Flow Sales	European Investment Bank
MENA	Head of Prime Brokerage	Market Leading Brokerage
MENA	Head of FX Sales	International Regional Bank
MENA	Chief Dealer	Leading Regional Bank
UK	Director, Head of UK ETF Sales	Leading Asset Manager
UK/West Europe	Director, Head of ABS Sales	European Investment Bank
UK/West Europe	Director, German ETF Sales	European Investment Bank
UK	Director, UK Multi-Asset Structured Sales	European Investment Bank
UK	Director, ABS Proprietary Trader	European Investment Bank
UK	Director, Credit Proprietary Trader	European Investment Bank
MENA	Sales Director, Fixed Income	Market Leading Brokerage
UK	VP, ABS Trading	US Investment Bank
UK/West Europe	Associate, ABS Syndicate	European Investment Bank

The next step

Now that you know more about us, we'd like to know a little more about you. Please contact your nearest office so we can understand more about your business, your culture and any current recruitment requirements that you may have.

Office Network

Abu Dhabi

+971 (0) 4 704 6111

Auckland

+64 9 303 9093

Berlin

+49 (0)30 5 7700 5110

Christchurch

+64 3 366 8724

Dubai

+971 (0) 4 704 6111

Düsseldorf

+49 (0)211 93 6727 30

Frankfurt am Main

+49 (0)69 3 4877 4472

Hamburg

+49 (0)40 22 868 44 90

London

+44 (0)20 7478 2500

Manchester

+44 (0)161 457 0105

Munich

+49 (0)89 215 4767 80

Singapore

+ 65 (0) 6800 7922

Stuttgart

+ 49 (0)711 219 540 30

Wellington

+ 64 4 499 0004

Email

info@cobaltrecruitment.com

Affiliations

