

In-House Senior Legal Moves

UK Report

October 2022 to December 2022





MARKET OVERVIEW

By Maame Eshun

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Following on from a buoyant 18-24 months of hiring across financial services, in the final quarter of 2022 many organisations began slowing down on hiring (back to pre-pandemic levels), mostly linked with the macroeconomic environment and political landscape.

A candidate short market has been a key theme across all of financial services hiring and this has been particularly prevalent in legal. There are a number of factors which contributed to this including:

- **Recent moves** - a large proportion of candidates moved jobs in the last 18-24 months, so they are not looking to change roles again so soon.
- **Hybrid working** - hybrid working has largely become the norm, with most employees satisfied with their firms' arrangements.
- **Increasing salaries** - law firms are continually increasing private practice salaries making it trickier to attract them for in-house roles.
- **Low unemployment levels** - national unemployment statistics are at an all time low.
- **Highly publicised redundancies** - resulting in candidates being nervous about making employment moves.
- **Retention** - companies have been working extremely hard to retain their top talent.
- **Competition** - high level of competition for top talent often meant that a small pool of candidates had multiple competing offers at any given time, making it harder for firms to secure talent.

In 2022, financial services specialist headhunting firms across the recruitment industry saw an increase in exclusive and retained agreements compared to contingent searches in the previous year. Clients gravitated towards these options to get access to the best candidates and increase the chances of filling their vacancies in a highly competitive market. There was also a shift towards using a small pool of specialist recruiters instead of multiple recruiters on searches.

As we move into 2023 we have already seen a positive increase in the number of legal searches and hiring activity across the board.

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Alexandra Gilmour was appointed as Head of Legal at Redington. Prior to joining Redington Alexandra was the Managing Legal Counsel at Janus Henderson Investors.

Sam Rozati was appointed as Group General Counsel at Oakglen. Prior to joining Oakglen Sam was Global Head of Transactions (Legal) at Partners Group where he spent nine years.

Danny Bloom was promoted to Head of Legal at Balderton Capital from his role as Senior Legal Counsel.

Jaime Topp was appointed as Legal Director at 10x Banking. Prior to joining 10x Banking he was General Counsel at Yoyo.

Manu Chopra was promoted to General Counsel - Global Indirect & UK Direct Real Estate at CBRE Investment Management from his role as UK General Counsel and Senior Director.

November 2022

Alex Kraemer was appointed Head of Legal UK at Edmond de Rothschild. Prior to joining Edmond de Rothschild Alex was a Director in the Global Credit & Financing Solutions Team at Barclays Investment Bank.

Anneliese Foster returned to Allen & Overy LLP as their Partner of the Real Estate Finance Team. Anneliese re-joins Allen & Overy LLP from Goldman Sachs where she was a Managing Director in the transaction execution team within the Investment Banking Division. Prior to Goldman Sachs.

Harriet Levett was appointed Head of Group Legal at Intermediate Capital Group (ICG from her role as Managing Associate General Counsel (Group M&A Global Legal) for HSBC.

Cicely Leemhius was appointed General Counsel at Zetland Capital from her role as General Counsel and Chief Compliance Officer at GEMCORP.

Alyona Smith was appointed Global Head of Capital Optimization at Credit Suisse. Prior to joining Credit Suisse Alyona was Managing Associate in the Derivatives and Structured Products Group at Linklaters; a role she held for over 12 years.

Lucy Hodgson was promoted to Head of Legal at Ruffer from her role as Senior Lawyer and Director.

Omid Taheri was promoted to General Counsel at TT International from his role as Head of Legal.

Tom Bowen was promoted to Deputy General Counsel at TT International from his role as Senior Legal Counsel.

Aimée Chalmers was promoted to Deputy General Counsel at Talbot Underwriting Ltd from her role as Senior Legal Counsel.



November 2022 *(continued)*

Michael Bennett retired from Linklaters, during his 33 years at Linklaters Michael held several roles including Head of Dispute Resolution and more recently General Counsel. Michael took up the General Counsel position in October 2021, replacing Raymond Cohen who retired from the function after 17 years in the role.

Tom O'Neill was appointed General Counsel at infrastructure investment firm Basalt Infrastructure Partners LLP. Tom trained as a solicitor at Slaughter and May, qualifying into corporate and M&A. He spent over six years at the firm before moving in-house to private equity business Pollen Street Capital, where he worked his way up to Legal Director over a further six-year period.

Amrita Jaijee has been appointed General Counsel and Compliance Director at JEGI CLARITY. JEGI CLARITY is a Merger & Acquisitions advisory firm for the media, marketing, information, and technology industries.

Emma Parr was appointed Managing Director, General Counsel at Birchwood Real Estate Capital, a London-based lender backed by Connecticut's W.R. Berkley Corporation. Prior to joining Birchwood Real Estate Capital Emma was General Counsel at Get Living.

Will Rosen was appointed European General Counsel for Bain Capital. Will's previous role was at Ropes and Gray LLP, where he was the Managing Partner of the firm's London office and a Partner in the Private Equity Transactions Group in London.

Gil Cohen was promoted to Head of Legal at BACB plc from his role as Senior Legal Counsel.

Myriam Soper was appointed European Counsel at North Rock Capital Management LLC from her role as Deputy General Counsel (EMEA) at Millennium.

December 2022

James Clancy was appointed Head of Legal (UK) at Moove . Prior to joining Moove James was Managing Legal Counsel at NatWest Group.

Adam Basset was appointed Associate General Counsel at Interactive Brokers. Prior to joining Interactive Brokers Adam was Senior Legal Counsel at Winterflood Securities.

Adam Qayum was promoted to Deputy General Counsel from his role as Senior Legal Counsel at CoinShares.

Charlie Bourlet was promoted to Head of Legal (Corporate and Governance) from his role as Senior Legal Counsel at Fnality International.

Nicholas Holman was appointed General Counsel and Chief Compliance Officer at Kedalion Capital Management LLP. Prior to joining Kedalion Capital Management LLP, Nicholas was General Counsel and Chief Compliance Officer at Junova Capital Management LLP.

David Dowell was promoted to Managing Director, International General Counsel at Alvarium. David joined Alvarium in January 2019 as Associate Director, Corporate Legal Counsel and has been promoted on three occasions whilst at Alvarium.

Olivia Broderick was appointed Chief Legal Officer at Bitpanda. Prior to joining Bitpanda Olivia was General Counsel and Head of Regulatory at Checkout.com.



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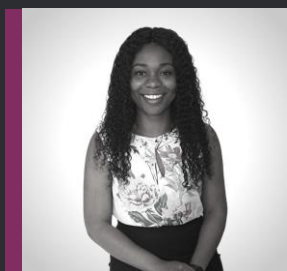
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