

TRANSFORMING TALENT ACQUISITION

A Strategic Approach to Executive Search in Institutional Finance

Meeting the Demand for Top-Tier Talent

*Supporting both the buy and sell sides
of institutional finance.*

Sell-side

Our **Sell-side client***, a top 20-ranked Global Bank operating in an intensely competitive and fast-changing environment, offers a wide range of institutional financial services. They needed top-tier talent to rapidly expand their domestic Global Markets & Banking team, seeking individuals who matched the caliber and character of the existing team members and whose skillset was accretive to the current platform.

Buy-side

Similarly, our **Buy-side client*** is a top 25-ranked Hedge Fund and a long-standing industry leader known for identifying sophisticated investment opportunities and delivering superior returns in volatile and unpredictable markets. To remain competitive, they sought industry professionals with exceptional talent capable of fitting into their reputable culture while thriving under pressure. Yet, securing such high-quality talent independently was more arduous than anticipated.

*Client names redacted to maintain confidentiality.

About Bristol Ebinger

Bristol Ebinger is a trusted Executive Search partner dedicated to cultivating lasting relationships and delivering excellence in talent acquisition. Founded in 2003, our NYC-based team specializes in recruiting for front-office positions in alternative asset management and investment banking, serving both buy-side and sell-side clients with our innovative approach that disrupts the status quo.

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Bristol Ebinger has proven its ability to quickly find top-notch executives who share our company's vision and fit in with our culture. Each hire felt like a seamless transition. Bill & Nick ensured we didn't skip a beat.

Sell-side Stakeholder

The Hurdles in Attracting Exceptional Candidates

Our sell-side and hedge fund clients recognized a need for an improved executive search process, prompting them to seek our expertise. While they are undoubtedly masters in their respective fields, the intricate and time-consuming process of identifying, vetting, qualifying, placing, and transitioning talent presented unique challenges that necessitated external assistance.



Limited Candidate Pool

Our clients only saw candidates through their existing connections, inevitably missing many who weren't actively looking. This underscored their need to work with a partner with deep, niche connections within the industry — a team that could introduce them to a broader network of professionals (some considered passive talent) they may otherwise not have access to.



Lack of Brand Recognition

Many of these highly sought-after professionals had never heard of our clients or weren't aware of the opportunities available. We had to step in as brand ambassadors, educating potential hires about our clients' brand, business model, expansion plans/goals, culture, value proposition, and compensation structure.



Inefficient Use of Time

The intricate process of executive search consumed valuable time and resources, diverting our clients' focus from their core tasks: originating business, servicing clients, and generating more PnL trading. With their attention spread too thin, many facets of their business were underperforming, hindering their potential for success.

Acknowledging the intricate barriers to entry within the structured credit market, our clients valued our expertise, extensive network, and approach as an asset for gaining a competitive edge in attracting and securing top talent.



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Bristol Ebinger's deep understanding of the intricacies of hedge fund management is evident. Our partnership with them has met and surpassed my initial expectations, both in terms of candidate quality and the value they bring to our organization. I'm genuinely enthusiastic about the future possibilities of working together and anticipate the continued growth and development of this partnership.

Buy-side Stakeholder

Looking Ahead

Bristol Ebinger's commitment to providing comprehensive support throughout the transition process has resulted in dozens of successful placements across structured credit, fixed income, portfolio management, and more, while fostering enduring partnerships with our clients.

We remain dedicated to furthering these relationships, contributing to our clients' growth, and facilitating even more successful placements and transitions.

Our Solution: A Proven Five-Step Process

Based on our relationships, we identified and recruited professionals who bring fresh, valuable perspectives that added value to our clients' teams on both the buy and sell sides. We have a proven track record of carving out unique hiring strategies using our five-step process that helps firms overcome their challenges in the structured credit market.

Step 1: Client Consultation

Working closely with both our sell-side and hedge fund clients, we deeply immersed ourselves in their distinctive challenges to determine the most appropriate hiring strategy.

Step 2: Market Analysis

We activated our vast professional network and strategic relationships to canvas the market for ideal candidates. Our focus was not restricted to those actively seeking new opportunities, but also included passive, off-market talent.

Step 3: Candidate Evaluation

Our team deployed rigorous screening and investigation processes to qualify and validate candidate capabilities. We verified their technical skills and ensured alignment between the candidates' goals and our clients' priorities.

Step 4: Transition Management

For each successful placement, we provided comprehensive support throughout the transition process. This included pre-resignation consultations, guidance during the transition period, and continued assistance after resignation, ensuring candidates seamlessly integrated into their new roles.

Step 5: Process Review

After all placements, we performed a comprehensive hiring cycle review to identify opportunities for improvement to optimize future executive searches. As long-term partners, we continuously review our clients' goals and evolving needs, adjusting our process to ensure continued success.