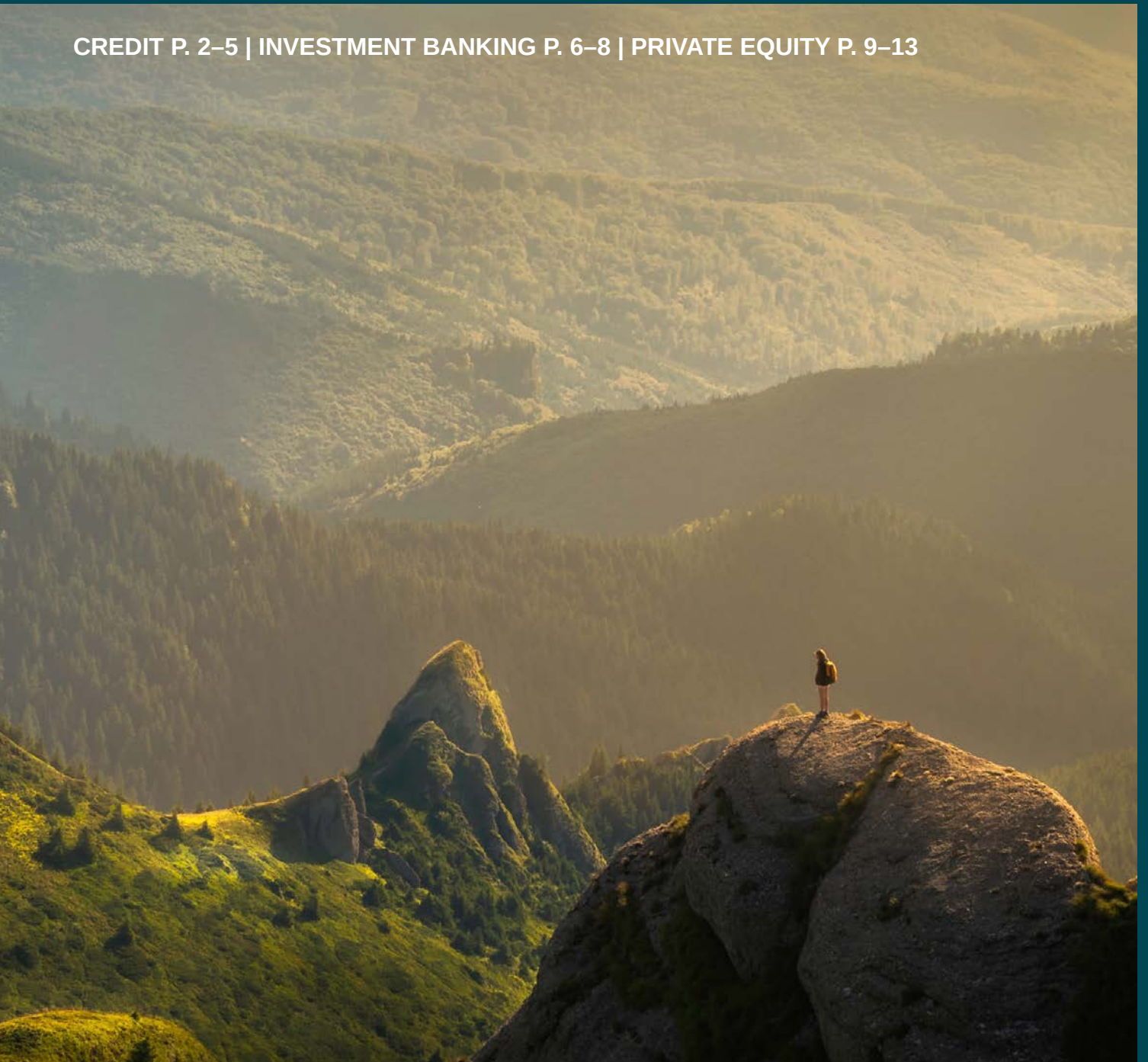


# 'Musical Chairs' Q4 2019

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## EUROPEAN CREDIT MOVES

### CREDIT: BANKS

**BNP Paribas** has been rebuilding its Credit team with the hires of **Ankur Agarwal** as Head of Loan Trading from **HSBC**, **Chris Grimston** and **Marc Evans** for its Financials team from **UBS** and **Deutsche Bank** respectively, **Sebastián Soderberg** from **Barclays** to trade Distressed Credit, **Sarah Kouch** from Société Générale to cover Investment-Grade Credit, and **Elie Pano**, also ex Société Générale, to focus on Emerging Markets Credit.

**Adam Bothamley** and **Sean McNelis** have been appointed Global Co-Heads of DCM at **HSBC**, replacing Jean-Marc Mercier. Bothamley will continue to be based in London and will keep his role as Global Head of Debt Syndicate, whilst McNelis will continue in his role as Co-Head of DCM for the APAC region, alongside Sean Henderson, based in Hong Kong. Both will report into Ray Doody and Alexi Chan, although McNelis will also be reporting into Martin Haythorne and Peter Enns, Co-Heads of Global Banking – APAC.

**DNB Markets** has hired **Philippe Bonnet** as a Director in DNB's Financing team, working on the origination and structuring of high yield bonds and leveraged loans for corporates and sponsors. Previously, Bonnet worked at **UniCredit**, where he was latterly a Director in the London based Leveraged and High Yield origination team.

**Nicolas Buisine** has joined **Banco Sabadell** in Paris as Head of TMT & Transportation – France, Benelux, Germany & Switzerland. Buisine was previously a Director in **Société Générale's** Paris based TMT Finance team.

**Martijn Bruins** has been appointed Global Head of Structured Acquisition Finance at **ING**. Bruins will report into Vincent Maagdenberg, Global Head of Lending for Wholesale Banking.

**RBC** has hired **Craig Campbell** as an MD in Leveraged Finance. Campbell previously worked at **HSBC** as an MD in the same team.

**Matt Grinnell**, an MD in **Credit Suisse's** London based Financial Sponsor Coverage team, has relocated to New York with the bank and is now a senior member of the US Financial Sponsor Coverage team.

**Julia Frank**, a Director in **Credit Suisse's** Leveraged Finance team, has relocated to Frankfurt with the bank and continues in the same role, focusing on origination in the German market.

**Credit Suisse** has hired **Jonathan Jones** as a Director on the Distressed Credit/ Special Situations Trading desk. Jones joined from **Alchemy Special Opportunities** and previously worked at **Citadel**, where he was focused on distressed and event driven special situations.

**Christoph Hadrys** has joined **HSBC** as a Director in the London based Capital Markets team. Hadrys joined from **Bank of America**, where he held the same position.

Global Head of DCM at **Danske Bank**, **Derry Hubbard**, has been named Global Co-Head of Rates and Credit together with **Nicolai Larsen**, who was previously Head of Rates & Options. Both will be based in Copenhagen. These newly created roles bring Danske Bank's entire DCM platform under one umbrella.

**Camille Laurent Lagarde** has joined **Bpifrance's** Private Debt team as Directrice de Participations. Laurent Lagarde was previously a member of **CIC's** Paris based Leveraged Finance team.

**HSBC** has hired **Hugo Lesourd** as a Relationship Director in Leveraged Corporates. Lesourd was previously an AD in **Mizuho's** Leveraged Finance team.

**Société Générale** has combined its Leveraged & High Yield Capital Markets team and appointed **Marina Mulcair**, former Head of Leveraged Capital Markets, to lead the joint team.



**Standard Chartered Bank** has hired **Oliver O'Rawe** as a Director in its Leveraged & Structured Solutions team. O'Rawe was previously an AD in **Lloyds'** Strategic Debt Finance team.

**Cosimo Pandolfini** is understood to be joining **Bank of America** in the London based Financial Sponsor Coverage team, where he will be responsible for family office / sovereign wealth fund coverage. Previously, Pandolfini was an ED in **Goldman Sachs'** Leveraged Finance team.

**SMBC** has hired **Peter Wan** as an ED in their Large Cap Sponsor Leveraged Finance team. Wan joined from **RBS**, where he was a Director in the Leveraged Finance team.

## CREDIT: FUNDS

**Matthew Cestar**, who was until recently Co-Head of Credit Suisse's Investment Banking and Capital Markets – EMEA team, has left his position to join **Jim Amine**, the former CEO of Credit Suisse's Investment bank, to help set up a Private Credit Opportunities unit within Credit Suisse's Asset Management division. Cestar continues to be based in London and Amine in New York.

**Hg Capital** has hired **Ben Andrew** as a Principal to work with Partner Juan Campos in their Capital Markets team. Andrew joins from **Vita Mojo**, a software company focused on the hospitality industry, where he spent two years as Chief Commercial Officer. Prior to Vita Mojo, Andrew was a VP in **TPG's** London based Specialty Lending team.

**Apera Asset Management** has hired **Abhi Bhattacharya** as an Investment Professional in their Private Credit team, where he will be focusing on UK and Nordic transactions. Bhattacharya joins from **LDC** where he was an Investment Manager in the UK Mid-Market Private Equity team.

**Eurazeo** has hired **Vivien Buttiaux** as Deputy Financing Director. He will be supporting Stéphane Bostyn and work together with the investment teams to coordinate financings for new buy-outs and debt raisings for refinancing. Buttiaux joined from **ING** where he was latterly a Director in the Paris based Leveraged Finance team.

**NN Investment Partners** has hired **Niels Bodenheim** as Head of Alternative Credit. He will be responsible for overseeing a platform covering corporate debt, residential mortgages, commercial real estate lending, ECA/government loans, and infrastructure debt/project finance. Bodenheim joins from **bfinance**, where he

was a senior Director in the Private Markets team with responsibility for private debt.

**Sandy Clark** has joined **Permira Debt Managers** as an Investment Director focusing on credit opportunities across sectors. Previously, Clark worked at **Apollo** where he was a Principal in the Opportunistic Credit team.

**Permira Debt Managers** have also hired **Romain Marcuzzi** and **Nadir Hemnani** as Investment Professionals in their Direct Lending team. Marcuzzi joins from **BNP Paribas**, where he was an Analyst in the London based Leveraged Finance team, and Hemnani previously worked at **Lloyds**, where he was latterly an Associate in the Leveraged Finance team.

**Paul Conroy**, Group Head of Real Assets and Private Debt at **Aztec Group**, an independent fund and corporate services provider, has moved to the firm's Luxembourg office.

**Mediolanum International Funds Limited** has hired **Elizabeth Geoghegan** as a Fixed Income Portfolio Manager. Geoghegan will be based in Dublin and work together with the Head of Fixed Income, Charles Diebel. She previously worked at Goodbody Asset Management, where she was a Fixed Income Fund Manager.

**Cairn Capital** has hired **José Ferrero & Vihren Jordanov** as Senior Credit Analysts. Ferrero and Jordanov will focus on loans and report to Head of Credit Research, Mark Stieler. Ferrero joins from **Partners Group**, where he was a Credit Analyst responsible for European coverage of the business and consumer services, chemicals and healthcare sectors, and Jordanov joins from **Alcentra**, where, latterly, he focused on CLO portfolio analysis, construction and optimisation.

**Mihai Florian**, previously Partner in the Credit team at **Helios Investment Partners**, has joined **BlueBay** as a Senior Portfolio Manager.

**BlueBay's** Private Debt business has spun out to launch **Arcmont Asset Management**, backed by **Dyal Capital Partners**. Arcmont will continue to be led by **Anthony Fobel**, who has been running BlueBay's Private Debt business since founding the firm in 2011. The firm has also hired two senior investment professionals, **David Brooks** and **Alice Cavalier**, who will be joining as Partners in January 2020 from **Bain Capital Credit** and **PIMCO** respectively. They will jointly lead Arcmont's newly formed Capital Solutions Strategy.



**Idinvest** has appointed **Eric Gallerne**, Co-Head of Private Debt Strategy, to Managing Partner.

**Julien Houdain**, former Head of Global Bond Strategies at **LGIM**, has joined **Schroders** as Deputy Head of Credit for Europe. He will manage the recently launched Global Credit Income Short Duration fund, and report into **Patrick Vogel**, Head of Credit for Europe.

**Jolyon Hutchings** has joined **LGT European Capital** as an Investment Associate in their Private Debt team. Hutchings previously worked in the Diversified Industries Credit Risk team at **JP Morgan**.

**Rakesh Jain** has been hired as a Partner and Global Head of Private Debt for **Pantheon**. He will work out of the investment manager's New York office, where he will lead US investment activity, coordinate global investment activity and manage the Private Debt team.

**Edmond de Rothschild** has appointed **Ralf Kind** as Head of Real Estate Debt (based in Frankfurt) in order to strengthen its European Real Estate Investment Management platform. Previously, Kind worked as CEO/CFO at **DEMIRE Deutsche Mittelstand Real Estate AG**.

**Tikehau** has hired **Olga Kusters** from **StepStone Group** to lead its new Debt Secondaries business. Kusters will be based in New York and report to North American Head **Tim Grell** and Paris based Head of Private Debt **Cécile Mayer-Lévi**.

**Antoine Leboulanger** has joined **Ardian** as Financing Manager from **Clearwater International**, where he was an Associate in the Debt Advisory team.

**Park Square Capital** has appointed **Antoine Lourtau**, **Matthias Alt**, **Miguel Toney** and **Axel Wehtje** to Partner level.

**Olivier Nantois** joined **Hoplon Investment Partners** as an Investment Associate in their Distressed Debt and Special Situations team. Nantois was previously an Analyst in **Rothschild's** London based Debt Advisory & Restructuring team.

**Mark Nielsen** has joined **Actis** as Head of Banking and will have responsibility for Financing, M&A and exit related activities across the Actis portfolio. Nielsen previously spent 11 years working at **Nomura**, where he was latterly an MD in the London based Financial Sponsor Coverage team.

**Vijay Rajguru** has stepped down from his position as CIO at **Alcentra**, the private debt arm of BNY Mellon. The firm has made three new senior appointments. Daniel Fabian has been appointed to the role of President, while Rajguru is to be replaced by two Co-Chief Investment Officers, **Graham Rainbow** and **Leland Hart**, who will join Alcentra's senior leadership team. Rainbow will continue to be based in London and Hart in New York.

Alternative credit specialist **CIFC** has hired **Anders Samuelsen** as a VP from **Muzinich** and **Aiden Reynolds** as an Associate from **Murano Connect** to join **Josh Hughes** in the Investor Services team. Samuelsen was previously responsible for Marketing and Client relations in the Nordic region at Muzinich and will continue to focus on Northern Europe in his new role. Reynolds previously oversaw the investor research desk at **Murano**.

**John Sealy** has been appointed Chief Credit Officer at **CORDET** and joins the Investment & Credit Committee following the retirement of **Björn Börjesson**, who will remain with CORDET as a Credit Advisor. Sealy joined Cordet over summer from **Rothschild**, where he spent 15 years and held various senior positions including Head of Credit within Rothschild & Co's Credit Management division, and more recently Co-Head of Five Arrows Direct Lending. During his career at Rothschild, he also served as a member of the Credit and Direct Lending Management Investment Committees.

**Chris Symonds** has joined **AXA Investment Managers** as a Senior Portfolio Manager in the Paris based Leveraged Loans and Private Debt team. Previously, Symonds was a Portfolio Manager in the European Leveraged Loans team at **CQS** in London.

**Apollo** has hired **Natalia Tsitoura** as a senior member of their Direct Lending team. Previously, Tsitoura was an MD in **Alcentra's** Direct Lending team focusing on UK and Scandinavian origination.

CEO of **Allianz Global Investors**, **Andreas Utermann**, has retired and will be replaced by the current Global Head of Distribution, **Tobias Pross**, who has been with the business for 20 years. **Deborah Zurkow**, Global Head of Alternatives at Allianz, will also replace Utermann as Global Head of Investments. She has been with the firm since 2012 and has overseen the growth of the alternative investments' platform, as well as building out the business's infrastructure debt capabilities.

**First State Investments** have hired **Alessandro Valenti** as an AD in their European Direct Infrastructure Investments team. Valenti was previously a VP in Evercore's Debt Advisory team.

**Paul Whitehouse** will join **Beechbrook Capital** as an Investment Director to head up deal origination and execution activity across the Midlands. Whitehouse was previously at **Lloyds**, where he spent the last two decades focusing on corporate and leveraged finance transactions across the Midlands.

**Michael Whitman**, the London-based former Co-Head of **GSO Capital Partners'** European team has left the business and returned to the US. Following Whitman's departure at the end of last year, **Paulo Eapen**, his former Co-Head of Europe, is now the sole head of GSO Capital's European team.

**CVC Credit Partners** has hired **Caryn Wonfor** as Head of Treasury from **LGT European Capital**, where she was a Treasury Manager.

## CREDIT: ADVISORY

**Sycomore Corporate Finance** has hired **Stanley Auvray** as a VP in their Paris based Debt Advisory team. Auvray joined from **Société Générale** where he was a VP in TMT Finance (also in Paris).

**Philippe de Courrèges** has joined **DC Advisory** as an AD in their Paris based Debt Advisory team. De Courrèges was previously an Associate in the Debt Advisory team at **Marlborough Partners** in London.

**Alvarez & Marsal** has hired **Paul Richards** as a senior Director focused on company side restructuring. Richards joined from **Ondra Partners**, where he was a Principal in the Debt Advisory and Restructuring team.

**Tomorrow Partners** has hired **Liam Tyce** as an Associate. Prior to joining Tomorrow Partners, Tyce was an Associate in **MUFG's** London based Leveraged Finance team.

## CREDIT: OTHER

**Fabianna Del Canto**, a former MD in **Barclays'** Leveraged Capital Markets team, has joined tech start-up **Digital Debt Capital Markets**, which has developed a software called Agora, and is backed by **Michael Spencer**.

**Alex Prior**, former VP in **RBC's** Leveraged Finance team has left the industry and is now Senior Policy Advisor in the Department for Business, Energy and Industrial Strategy (BEIS).

**Fitch Ratings** has hired **Jeetendra Solanki** as a senior Director in the agency's Business and Relationship Management team, reporting into **Sean Costello**, Head of Banker and Private Equity Coverage – EMEA. Solanki was previously a senior member of **MUFG's** London based Leveraged Finance team.

FIG DCM banker **Nick Villiers** who was most recently Head of UK DCM at **Credit Suisse** has taken on the role to lead the Centre for Sustainable Finance at the **Cambridge Institute for Sustainability Leadership**.

## EUROPEAN INVESTMENT BANKING MOVES

### INVESTMENT BANKING: BANKS

**Christian de Haaij** has joined **Barclays** in Paris as Vice Chairman for Europe. De Haaij was previously at PE firm **Cobepa** and prior to this, Co-Head of IB – France, Belgium and Luxembourg at **Goldman Sachs**, alongside **Pierre Hudry**.

**BNP Paribas** has appointed **José Placido** as Chief Executive of CIB in the Americas. Placido will be starting his new role at the beginning of June, replacing **Bob Hawley**, who will become Vice Chairman of the region. Placido will be based in New York and report to **Yann Gérardin**, Deputy COO and Head of CIB, and **Jean-Yves Fillion**, Head of BNP Paribas in the US.

**BNP Paribas** has hired **Jean-Baptiste Giros**, the former Head of French IB Coverage at **Société Générale**. His new role will be Head of Corporate Client Coverage – France. **Alexis de Touzé** has also joined from **Société Générale** as Head of ECM – France. Additionally, BNP Paribas have hired **Roger Barb** from **Citi**, as Head of ECM Execution. Furthermore, **Sandrine Ferdane** has been appointed Global Head of Financial Institutions Coverage (effective from 1st April) and will be based in Paris. Her previous role was Country Head and CEO of the bank's Brazilian business.

**Douglas Adams** and **James Fleming** have been named new Global Co-Heads of ECM at **Citi**. Adams has been promoted from Co-Head of ECM – North America, whilst Mr Fleming, who joined Citi from **Bank of America** last year, was promoted from the equivalent EMEA role. The moves are part of a series of leadership changes at Citi since IB boss **Jamie Forese** retired in April and was replaced by former Global Markets Leader **Paco Ybarra**, who divides his time between Citi's London and New York headquarters.

**Citi** has also promoted **Peter Babej**, Global Head of FIG, to Asia CEO. He will relocate from New York to Hong Kong for his new role, and replaces **Francisco Aristeguieta**, who left Citi earlier this year. **Tim Monger** who had held this role on an interim basis, will now focus on his role as CFO for the region.

**Emre Eler** joins **Citi** as an MD in London to boost the banks coverage of the Consumer and Retail sectors in Europe. Eler previously worked at **JPMorgan** where he had held various roles since joining the bank as a graduate in 2001.

**Bill Stanton** has been appointed to Head **Citi's** UK Commercial Banking Business. He replaces **Catherine Pierre**, who left to join **JP Morgan** as Head of UK Corporate Client Banking and Specialised Industries in July.

**Jean-Philippe Favre**, who left **UBS** in October 2019, has joined **Credit Agricole CIB** as Head of Global IB Sectors in Paris, reporting to **Helene Combe-Guillemet**, Global Head of IB.

**Credit Suisse** has also seen a number of senior leadership changes as well as structural changes within its Investment Banking and Capital Markets division over recent months:

**David Miller** replaces Jim Amine as CEO of Investment Banking & Capital Markets. Miller's most recent role was Global Head of Credit and Head of Global Credit Products. Following Matthew Cestar's departure to join Amine's new private funds team, **Jens Welter** has been named sole Head of Investment Banking and Capital Markets – EMEA, while **Elodie Blanc** has been appointed to the newly created role of Deputy Head of Investment Banking and Capital Markets – EMEA. **Andy Lipsky** has been appointed Vice Chairman of Investment Banking, Capital Markets and M&A.



CS will now have five large global groups focused on coverage and advisory: **Harold Bogle** will be responsible for the group covering global industrials, global oil and gas, corporate insights and ultra-high net worth clients; **Malcolm Price** will lead the group covering financial sponsors, leveraged finance and power and renewables; **Alejandro Przygoda** will run the group covering financial institutions clients; **Robin Rankin**, who was previously the bank's Global Head of M&A, will run a group that covers healthcare, consumer and retail and Latin America; and **David Wah** will be responsible for the group that covers technology, media and telecoms as well as real estate, gaming and lodging.

The global groups are supplemented by country coverage heads, by heads of individual subsectors and by product heads. In Europe, the bank has seen the following appointments:

**Antonia Rowan** and **Jonathan Grundy** have been named Co-Heads of UK Investment Banking and Corporate Broking, whilst **Joachim Ringer** and **Marc Schmidt** will become Co-Heads of Germany.

**Greg Weinberger** has been appointed the new Head of Global M&A and **Nick Koemtzopoulos** has been named as Head of ECM for Europe. **David Hermer**, previously Global Head of ECM, has been promoted to lead both Global ECM and DCM Solutions.

**Maarten Swart** will be responsible for IB Consumer, Retail, Real Estate and Healthcare (CRRH). Within CRRH, **Friedrich von Schwedler** joins from Deutsche Bank as Co-Head of Healthcare alongside **Thomas Bornemann**. **Manav Puri** has been appointed Head of Consumer and **Michael Heuberger** is appointed Head of Retail. **Jaime Riera** and **Steffen Doyle** will continue as Co-Heads of Real Estate. **Pierre Lescastereyres** will lead Industrials and Energy, with **David Sala** as Head of Diversified Industrials and **James Peterkin** continuing as Head of Oil and Gas.

**Felix Scherzer**, former Global Head of FIG M&A at **Credit Suisse**, has left the bank after nearly five years to start his own venture as an entrepreneur. His replacement has not yet been named.

**Deutsche Bank** has hired **Paolo Cicchine**, **Nomura's** Global Head of Healthcare, as Vice Chairman of Global Healthcare and Head of Healthcare Coverage – Europe and Asia.

**Deutsche Bank** is also increasing the size of its team responsible for internal deal making and is said to be aiming to add as many as five bankers to its Corporate M&A team across London and Frankfurt. Deutsche named

**Andreas Loetscher**, previously its Chief Accounting Officer, to lead its Corporate M&A division following the departure of **James Ruane** to Bayview Asset Management, where he will be Head of European Special Situations for Bayview International.

**Goldman Sachs** has also continued to assemble its Cross Markets Group (CMG) pan-European team headed by Robert Pulford. The core team is in the UK, with recent ED hires including **Chris Hunt** from **Deutsche Bank**, **Esmá Yildiz** from **Arma Partners** and **Ben Maiden** from **UBS**. **Janki Lalani Gandhi** has been hired as an MD focused on the Consumer sector. In Stockholm, **Thomas Westin** was hired from **Barclays** as an MD to head the Scandinavian CMG platform and **Sergeij Hierner** was also hired from Barclays as an MD responsible for the Benelux. Current Goldman Sachs MD's **Jose Barreto**, **Amit Pilowsky** and **Devin Wilde** have also been transferred into UK CMG.

**Samir Assaf** is set to step down as Head of Global Banking and Markets at **HSBC** and move into a Non-Executive role, capping an eight-year stint as head of the group's IB division. To succeed Assaf, **HSBC** has opted to promote two internal candidates – **Georges Elhedery** and **Greg Guyett** – who will now lead the division.

**HSBC** has also hired **Heiko Mittelhamm** from **Barclays** as Head of M&A – Germany and Austria. He replaces former Co-Heads **Jan Masek** and **Ralf Neuhaus**. Masek has decided to leave HSBC Germany, while Neuhaus is moving to become Vice Chairman of M&A for Germany and Austria from April.

**Rob Richie** has left **HSBC** after two years as the Co-Head of its UK Global Banking business. **Julian Wentzel** has now been promoted to the newly created position of Head of Global Banking UK and International Europe.

**Jefferies** has hired **Michael Mylonas** from **Nomura** to lead its Consumer, Food and Beverages sectors in Europe along with **Thomas Schilling** from **JPMorgan** who will be an SVP. Mylonas will report to **Dominic Lester**, European Head of IB. Jefferies has also hired senior banker **Chris Squire** from **RBC Capital Markets** to lead its coverage of companies in the Aerospace and Defence sectors.

**Berthold Müller**, former Vice Chairman of BNP Paribas' EMEA Industrials team, has left to join **Jefferies** as Continental European Head of Industrials & Chairman of DACH IB.

**JP Morgan** has hired **Celia Murray** from **Goldman Sachs** to lead its UK M&A business. She succeeds **Dwayne Lysaght** who was promoted to lead its M&A business across EMEA last year. JPMorgan has also appointed former **Goldman Sachs** banker **Alex Watkins** as its new Head of UK ECM.

Additionally, **JP Morgan** has named **Jeannette Smits van Oyen**, former Head of Utilities for EMEA, as Head of its UK Consumer and Retail sectors. She will, however, continue with her coverage of UK Utilities clients.

**JP Morgan** has also promoted **Emmanuelle Lemer** to Head of Power and Utilities – EMEA, whilst **Daniele Apa** becomes Head of Oil and Gas – EMEA, both will report into **James Janoskey**, Head of Energy – EMEA. **Antonio Brina**, previously an IB Metals and Mining banker at **Bank of America**, has been hired as MD and Head of Basic Materials - EMEA.

**Nomura** has hired **Rolf Petermann** as an MD to bolster its operations in Germany, which will serve as its EU headquarters after Brexit. He will report to **Patrik Zeigherman**, Head of IB for Germany. **Kentaro Okunda** has been named as the new Chief Executive of Nomura and successor to **Koji Nagai**. **Francesco Bertocchini** has been hired as an MD in Milan. He joins from **UBI** where he was Head of M&A. Nomura has also hired **Marco Patuano**, a former chief executive of **Telecom Italia**, as an advisor to help source clients in Italy.

The Global Head of **UBS's** ECM division **Javier Martinez-Piqueras**, who became Global Head in May last year, has departed alongside MD, **Luis Garcia-Roya Diaz**, who led advisory for IB Asset Management clients, and **Javier Echavarri**, an MD covering Spain. **Philippe Pilonel** the former Chairman of IB in UBS's home market also left in November. **Steffen Pleser** has been hired by UBS as an MD in its Power, Utilities and Infrastructure coverage team. He was formally **Deutsche Bank's** Head of Utilities – EMEA.

## INVESTMENT BANKING: GLOBAL ADVISORY & BOUTIQUES

**Telecoms** banker **Damien Anzel** has joined **EY** as a Partner in its M&A practice in Paris.

**Stephens Europe** has hired **Robin Brown** to boost its tech advisory platform. Brown joins from **BDO Corporate Finance**, where he was Head of the Tech and Media M&A team.

**Pierre Chabrelie** has left **ING** after fourteen years, where he was most recently Global Co-Head of

Corporate Finance, to start his own M&A boutique, **Nine58 Advisors**, focusing on PE mid-market deals in Consumer and Tech.

**Lazard** has named **Jean-Louis Girodolle** as CEO of IB - France, following the departure of its longstanding Head of France **Matthieu Pigasse**. Lazard have subsequently named **Charles-Henri Filippi** and **Francois Kayat** as Co-Chairs of IB in France.

**Lazard** has assembled a team of 10 investment bankers to focus on high-growth companies in Europe, constituting the latest effort by an advisory firm to tap into the increasing demand for private capital in the region. The division is called 'Venture and Growth Banking' and will be led by former **Numis** investment bankers **Garri Jones** and **Nick James**.

**Raymond James'** European IB arm has hired **Dr Sven Harmsen** as an MD for its Diversified Industrials practice. He will be based in its Frankfurt Office which opened in 2017.

**Houlihan Lokey** has acquired **Fidentiis Capital**, an independent Corporate Finance advisory boutique to bolster its capabilities in Spain. This is Houlihan's 5th acquisition since 2014, increasing headcount during that period from 80 to 260 bankers in Europe, including 180 in Corporate Finance.

**DC Advisory** has hired **Chris Quayle** as a Director in its Infrastructure Advisory team. Quayle joins from HSBC's Infrastructure and Real Estate Group. The focus of his new role will be refinancing, greenfield projects and acquisition financings, reporting to **Neale Marvin** and **Sergio Ronga**.

## INVESTMENT BANKING: OTHER

**Sebastian Bihari** has resigned as Head of Automotive Investment Banking at **BNP Paribas** to set up his own fund, **Vektor Partners**.





## EUROPEAN PRIVATE EQUITY MOVES

### PRIVATE EQUITY: INVESTMENT PROFESSIONALS

**High-Tech Gründerfonds** Managing Partner **Michael Brandkamp** has left the firm to establish **European Circular Bioeconomy Fund** as a General Partner.

**Alpha Private Equity** has appointed **Pierre-Olivier Desplanches** as an MD in France. Desplanches was previously at **Carlyle** for 18 years.

**Matthew Hansen** and **Miroslav Boublik** have set up **Financial Services Capital Partners**, the firm will make PE investments in financial services companies in Europe. Hansen was previously Head of the UK and Europe at **Atlas Merchant Capital**.

**Blackstone** has hired **Christine Harrington** as an MD in its New York based origination team. Harrington previously worked at **Apollo** (also in New York).

**Rohin Jain**, a Partner at **Triton Partners**, is leaving after 11 years. Jain was Co-Head of the PE Healthcare team.

**John Kim** has stepped down as leader of **Goldman Sachs'** M&A team in Asia in order to join private equity firm **Carlyle Group**, as MD of its Asia buyout team.

**ICG** has appointed **Peter Kirtley** and **Robin Molvin** as MD's for the Subordinated Debt & Equity business. Kirtley and Molvin have joined to support the deployment of €1bn of capital (including €100mn from ICG's balance sheet) raised for the first vintage of ICG's Mid-Market fund. The new strategy, headed by **Gareth Knight**, was launched during 2019. **Ryan Levitt** has also joined ICG, from **Drum Capital Management**, as an MD to build out the firm's US PE business.

European private equity firm **Eurazeo Growth** has announced the recruitment of **Nathalie Kornhoff-Brüls** and **Zoé Fabian** as MDs, and **Maud Gillot** as an Associate.

**TA Associates** announced promotions for team members in the firm's Boston, London and Mumbai offices, effective January 1, 2020, including two new MDs: **Ethan Liebermann**, who invests in healthcare companies from Boston, and, **Kevin Masses**, Chief Portfolio Officer in Boston. Also, in the Boston office, **Amare Suebsaeng** was promoted to Principal, and, **Jessica (Cohen) Gilligan** was promoted to SVP. **Lovisa Lander**, **Stefan Dandl** and **Jérémy Dréan** were all promoted to SVPs in the London office.

**PAI Partners** Chairman and Head of the Private Equity firm's Munich office, **Mirko Meyer-Schönherr**, has retired 13 years after being hired to spearhead the firm's DACH coverage. Meyer-Schönherr's responsibilities will be taken over by **Andreas Kumeth** and **Philipp Meyer**.

US-based **Energy Impact Partners** has hired **Nazo Moosa** to help lead its expansion into Europe, as the technology-focused investment firm sets up new offices in the UK and Germany. She is joining from **VT Partners** where she was an MD.

**Omers Ventures**, the venture capital arm of Canadian pension fund **Omers**, has hired **Jambu Palaniappan** as its European Managing Partner. Jambu will be based in London and was previously Head of **Uber's** food delivery business in EMEA.

**Francesco Pascalizi** has been promoted to Co-Head of **Permira** in Italy, where he will lead the Milan office alongside Co-Head **Fabrizio Carretti**.

**Abris Capital Partners** has promoted **Paulina Pietkiewicz**, **Edgar Kolesnik** and **Adrian Stanculescu** to Partners. Pietkiewicz joined Abris in 2015 while Kolesnik and Stanculescu joined the team in 2014.

**ECI Partners** has promoted **Suzanne Pike** to Partner in charge of origination. Pike joined ECI in 2011 to work on deal origination and was promoted to Director in 2017.

**BGF** has hired **Guy Pope** and **Daina Spedding** as Investors. Pope and Spedding were previously at **BCMS Corporate** and **Blue Coast Capital** respectively.

**L Catterton Europe** has hired **Tolga Sengel** as an Investment Director. Sengel previously worked at **PSP Investments** in London, where he helped set up the direct private equity investment arm.

**Livingbridge** has made seven hires to bolster its investment team: **Tom Smith**, **Andy Harrington**, **Robyn Smith**, **Mihir Patel**, **Joseph Evans**, **Rebecca Osman** and **Nick Manning** have all joined the firm as Investment Managers. Tom Smith joined from **Deloitte**, where he was an Executive with the Lead Advisory M&A team. Robyn Smith joined from **KPMG**, where he was a senior Associate in the Corporate Finance M&A team, **Harrington** joins from **Next Wave Partners** where he worked as an Investment Associate for two years. Mihir Patel was previously at **PwC** in the corporate finance division, and Joseph Evans joined from **Ennismore International Management**. Rebecca Osman and Nick Manning have joined from **Travelopia** and **Livingstone Partners** respectively.

**KKR** has promoted six dealmakers to lead its flagship Private Equity businesses globally. **Pete Stavros** and **Nate Taylor**, who both joined KKR in 2005, will co-lead the firm's Private Equity business in the Americas. In Europe, KKR has promoted **Mattia Caprioli** and **Philip Friese**, both 18-year veterans based in London to lead the region. Finally, in APAC KKR have appointed **Hirofumi Hirano** and **Ashish Shastry** as regional Co-Heads.

**TCV** is pushing further into European Tech investing with the addition of **Gopi Vaddi** to fill a newly created General Partner role. Vaddi will relocate to London to lead TCV's European team alongside Partner **John Doran**.

### PRIVATE EQUITY: UK VC, SMALL-CAP & LOWER MID-CAP

**LDC** has appointed **Leigh Daveran** as an Investment Director in Yorkshire to drive new investment opportunities in the region. **Lawrence Dean** has been promoted to Head of LDC's south team, moving from the company's Birmingham office.

**LDC** has also strengthened its South West and Wales team with the appointment of **Oliver Schofield** as an Investment Director, based in Bristol. Schofield joins from **Goldman Sachs**, where he was an Associate in the Leveraged Finance team, supporting clients across the TMT and Industrials sectors.

**Apiary Capital** has hired **Jessica French** as an Investment Manager from boutique investment bank **Financo**.

**Foresight Group LLP** has opened its fifth regional UK office, located in Edinburgh. **Dan Halliday** has joined as a Senior Investment Manager from **Rcapital** where he provided strategic, financial and operational support to portfolio companies, predominantly in Scotland. Working alongside Dan is **Graeme McKinstry**, Investment Manager formally from **Par Equity**.

VC **Speedinvest** has promoted **Markus Lang** to Associate Partner in its Vienna office. As Head of Speedinvest's Pre-Seed Program, Markus supports outstanding founders of digital tech companies across Europe. Markus builds on his work as a Project Manager & Consultant and his experience in Co-Founding a logistics tech startup.

**Accelmed Partners** has named **Evan Norton** as General Partner. Norton formerly worked at **Abbott Laboratories** and **ONSET Ventures**.

**Dr Nitin Nowjee** has joined **Leapfrog Investments** as a Director of Investments for Financial Services in Africa and will be based in London. Nowjee was previously at Pan-African group **Atlas Mara**.

**Maven Capital Partners** has expanded its investment team with the appointment of **David Nixon** as Investment Manager for North East England. Nixon was previously at **RG Corporate Finance** advising on mid-market deals regionally and nationally.

**Maven Capital Partners** has also added to its team with the appointment of **James Rosthorn** and **Dean Cox** as Investment Managers. Rosthorn was previously a Corporate Finance Adviser at **Mazars** while Cox, a qualified Solicitor, joins from the Senior Management team of **Radius Payment Solutions**, having previously worked in the Corporate Finance team at **Addleshaw Goddard LLP**.

French GP **ISAI** has hired **Arnaud de Scorbiac** as an Investment Director. Arnaud oversees the €90mn ISAI Cap Venture international fund launched in partnership with Capgemini. De Scorbiac is joining from Accenture where he was latterly in charge of Accenture Venture's fund deployment in Europe and open innovation activities in France.

**Saranac Partners**, a private office based in St James's, has appointed **Alexis Weber** to its Private Capital team as a private markets specialist. Prior to joining Saranac Partners, Weber was Head of the EMEA private markets investment team at **Citi**.

**Alex Wilby** will join **Epiris** as an Investment Manager. Previously Wilby worked at **LDC**, where he was an Investment Director.

## PRIVATE EQUITY: FUNCTIONAL & SENIOR LEADERSHIP

**Jerry Albright**, Chief Investment Officer at **Teacher Retirement System of Texas**, is stepping down from his post. However, Albright will continue to serve as Senior MD of Global Investment Initiatives at TRS for up to one year.

**TowerBrook Capital Partners** has promoted MDs **Jonathan Bilzin** and **Karim Saddi** to newly created Co-President roles. **Andrew Rolfe**, MD, has taken up a new position as Vice Chairman. Additionally, **Jennifer Glassman** was promoted to the firm's management committee, becoming its eighth member.

Finally, **Gordon Holmes**, MD, was promoted to Chief Investment Officer.

**Legal & General Investment Management** has appointed **Camille Blackburn** as CCO. Blackburn will join in January from **Aviva Investors** and will replace **Teresa Poy**.

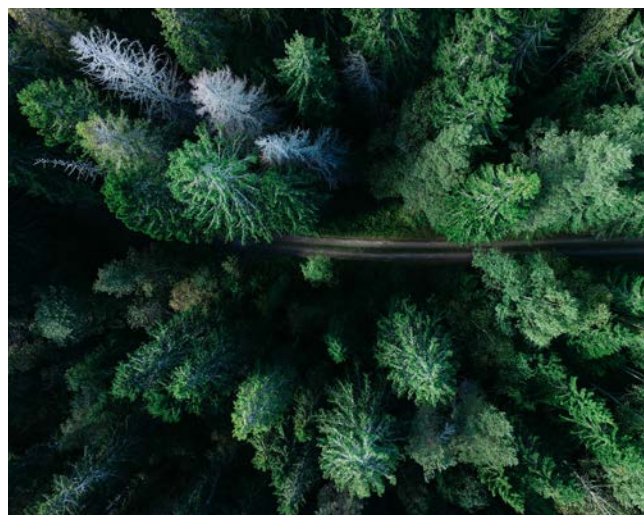
**Invest Europe**, has appointed **Martin Bresson** as Head of Public Affairs. Bresson joins from **Rud Pedersen Public Affairs** where he was Chair.

**Brunel Pension Partnership** has named **Laura Chappell** Chief Executive of the £30bn fund that oversees the assets of 10 UK local government retirement schemes.

**ICG** has appointed former Labour minister and Standard Chartered CEO **Mervyn Davies** to lead its board. Davies will replace outgoing Chair, **Kevin Parry**.

**Silver Lake** has elevated two long term executives, **Egon Durban** and **Greg Mondre**, to the newly created role of Co-CEO. Managing Partner **Ken Hao** will become the firm's Chair and take charge of internal growth initiatives, while **Mike Bingle**, will become Managing Partner Emeritus and assume the new role of Vice Chairman. Finally, the firm is also promoting **Joe Osness**, a 17-year veteran, to Managing Partner.

**Silver Lake** has also announced that it is expanding its asset base for its flagship large-scale Private Equity strategy and its Structured Equity and Debt Investment strategy. Effective immediately **Mike Bingle** will be transitioning from Managing Partner to Vice Chairman, Managing Partners **Egon Durban** and **Greg Mondre** will serve as Co-CEO's, and Managing Partner **Ken Hao** will serve as Chairman.



**Ares** has hired **Stephane Etroy** as Head of European Private Equity. Etroy brings 18 years of Global PE experience, most recently having served as Executive VP and Head of Private Equity at **Caisse de dépôt et placement du Québec (CDPQ)** in London.

**Investindustrial** has appointed **Antonio Gatti** as a Managing Principal. Previously **Gatti** was an MD at **Goldman Sachs**.

**Idinvest Partners** has appointed COO **Sylviane Guyonnet** as Managing Partner.

Former Director General of **British Private Equity & Venture Capital Association (BVCA)**, **Tim Hames**, joined **FTI Consulting** on the 2 December as a Senior Adviser.

**Omers** has named **Blake Hutcheson** as its new Chief Executive. He will take over from **Michael Latimer** when he steps down next year. Hutcheson has been with Omers for 10 years and is currently President and Chief Pensions Officer.

**Level 20**, the not-for-profit group promoting gender diversity within PE, has appointed **Pam Jackson** as its new CEO. She will be replacing **Jeryl Andrew** who held the role for three years, previously she was at **PwC**.

**KKR** has named **Robert Lewin** as CFO. Lewin will succeed **William Janetschek** who joined in 2004 and will be retiring from KKR at the end of the year.

**General Atlantic** has promoted three executives, **Anton Levy**, **Gabriel Caillaux** and **Martín Escobari**, to Co-President, a newly created role commencing in 2020.

**Aberdeen Standard's** Head of Private Equity Investing, **Graham McDonald**, is leaving the firm following a review of the division, in which **Peter McKellar**, previously Global Head of Private Equity & Infrastructure Equity was named as Global Head of Private Markets. **Neil Slater**, previously the CEO of Aberdeen Standard Investments in Japan, was appointed Deputy Head of Private Markets and Global Head of Real Estate.

**Invest Europe** has named **Eric de Montgolfier** as its new CEO, following the departure of **Michael Collins** in August. De Montgolfier started at the end of December and joined from Belgian investment company **Gimv** where he was Partner and Head of France.

Italian PE firm **Clessidra Capital** has appointed **Andreas Ottaviano** as Head of its PE business. He was previously at **L Catterton Europe**, where he was Managing Partner.

**HIG Capital** has expanded its senior leadership team with the promotion of **Rick Rosen** and **Brian Schwartz** to the newly created title of Co-Presidents. Moreover, HIG has also promoted **Doug Berman** to Head of US Private Equity.

**Slyngstad**, CEO of **Norges Bank Investment Management** – which runs the US\$1.1tn Norwegian Government Pensions Fund Global – has announced he will be stepping down.

**RPMI Railpen** has hired **Richard Swart** as Head of Investment Risk, a new role at the £30bn UK pension scheme for retired railway workers. Swart previously worked a similar role at **PGGM**, the €238bn Dutch pension fund manager.

**Hamilton Lane** has recruited **Atul Varma** as CFO and Treasurer. Varma was most recently Head of Business Strategy and CFO of Wealth Management at **Bank of New York Mellon**. He succeeds **Randy Stilman**, who is retiring.

## PRIVATE EQUITY: OPERATING PARTNERS & PORTFOLIO VALUE CREATION

**ArchiMed Group**, a France-based PE firm that specialises in healthcare investments, has appointed three senior industry executives as partners. **Christophe Berthoux** from **Synexus** and **Jean-Yves Desmottes** from **Bioderma Dermatological Laboratories**, will both be joining as Operating Partners. **Mario Philips** will join as a Strategic Partner; he will continue to serve as CEO of **PolyNeuroS** and will also retain his role as Non-Executive Chairman at **Clean Biologics**.

**Clayton, Dubilier & Rice** has appointed **Jeff Hawn**, former Chairman and CEO of **Quest Software**, as a Partner at the Firm. Hawn has 20 years' experience across a range of senior executive roles in Software and Tech-related businesses.

**Morgan Stanley Investment Management** has hired **Jill Wright** from **Carlyle Group** for its middle-market private equity investment team. Wright joins the firm as an MD and Operating Partner to lead the division's global operational efforts for consumer and healthcare.

## PRIVATE EQUITY: INVESTOR RELATIONS

**Pemberton** has appointed **Cary Gibson** as Head of Investor Relations, previously Gibson was Head of Business Development at **Sand Grove Capital Management**.

**Rede Partners** has appointed **Magnus Goodlad** as Head of Transactions. He was previously Chief of Staff to **Lord Rothschild** for five years, responsible for the Private Equity and Venture Capital Investment Programmes of the **Rothschild family**. Goodlad will replace **Yaron Zafir**, who has decided to step down from his role. Zafir launched Rede's transactions practice in 2014 and has led the business since then. In the upcoming period, Zafir will continue working with Rede as a Senior Adviser.

Investment management firm **AllianceBernstein** has named **Mark Griffin** as Head of Investor Relations. Previously Griffin worked at **Episode Solutions** where he was the SVP of Finance, Data and Analytics.

**CVC Credit Partners** has expanded its Investor Relations team in London by hiring **Nick Haaijman**, as an MD from **Alcentra**. Haaijman also takes on the role of Head of Client Services, reporting to **Mike Anderson**, Head of Investor Relations.

**Sun Hao** has moved to **PGIM** as Head of the Institutional Relationship Group for China, a new role at the US\$1.3tn US insurer. Mr Sun was most recently GM of **Legg Mason's** operations in Shanghai.

Canadian cannabis company **Canopy Growth** has named **Judy Hong** as VP of Investor Relations. Prior to joining Hong worked at **Goldman Sachs**, where she most recently served as MD of its Global Investment Research Division.

**PGIM Investments** has expanded its European distribution team. **Yvo van der Pol** and **Robin Diener** join from **Goldman Sachs** along with **Alastair Warren** from **M&G Investments**. PGIM has also added to

the business development team in its Real Estate investment unit with **Ibtissem Sfaxi** and **Nidhya Ramasubbu** arriving from **Hodes Weill & Associates** and **DWS** respectively.

## PRIVATE EQUITY: PRIMARY FUND INVESTMENT & NON-DIRECT INVESTMENT

**Schroder Adveq** has named **Vahit Alili** as part of its European Private Equity team.

**Hamilton Lane** has promoted **Jeff Armbrister** to Global Head of Co-Investments. Armbrister will be based in North America. **Hamilton Lane** has also promoted **Mingchen Xia** and **Collwyn Tan** to Co-Heads of Asian Investments to bolster the firm's activities in the region.

**ICG** has hired **Vivien Blossier** from **Unigestion** to lead its Secondary Investments division in Europe.

**ICG** has also hired **Ryan Levitt** from **Drum Capital Management** as the firm continues to build out its US Private Equity Funds Investment business.

**Ashurst** has announced that **Jasmin Gütle** will be joining as a Partner in its Investment Funds practice in Munich. Previously Jasmin was at **Linklaters** in Munich.

**The Church of England** has appointed **Gareth Mostyn**, a former **De Beers** executive, to take charge of its £8.3bn Church Commissioners fund.

**ATP**, the €119bn Danish public pension fund, has named former **UBS** and **Barclays** banker **Mikkel Svenstrup**, as its new Chief Investment Officer. Svenstrup, currently Chief Investment Officer at **P+**, another Danish pension fund manager, will join ATP on 1 March 2020.

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