

A dark, blue-tinted photograph of a bridge with many people walking across it, silhouetted against a lighter background. The bridge spans across a body of water.

Helping you create a  
more diverse culture

# About The Return Hub

- The Return Hub has built a reputation as a leading, unique search consultancy, placing women in the City working with over 60 clients in the financial services sector.
- Winner of the FT Advisor Award for Championing Women's Equality and Trailblazing Company of the Year.
- The Return Hub powers The Career Academy for business – supporting over 4000 women get back to work

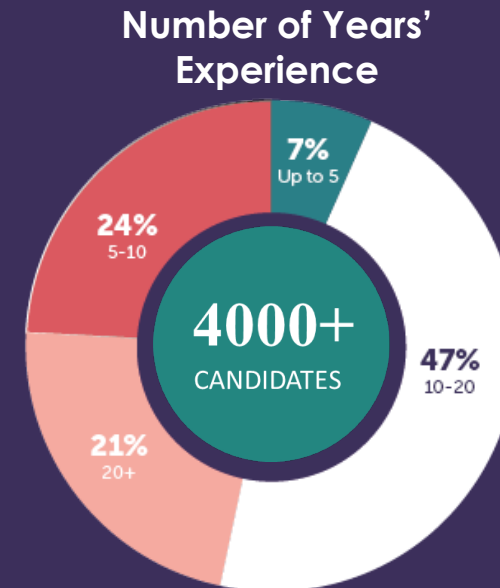
# Our member clients include



# Our Candidates at a glance



- Returning from career breaks: any length and for any reason
- Have returned but to a role below their potential
- Looking to transition or pivot from their current role



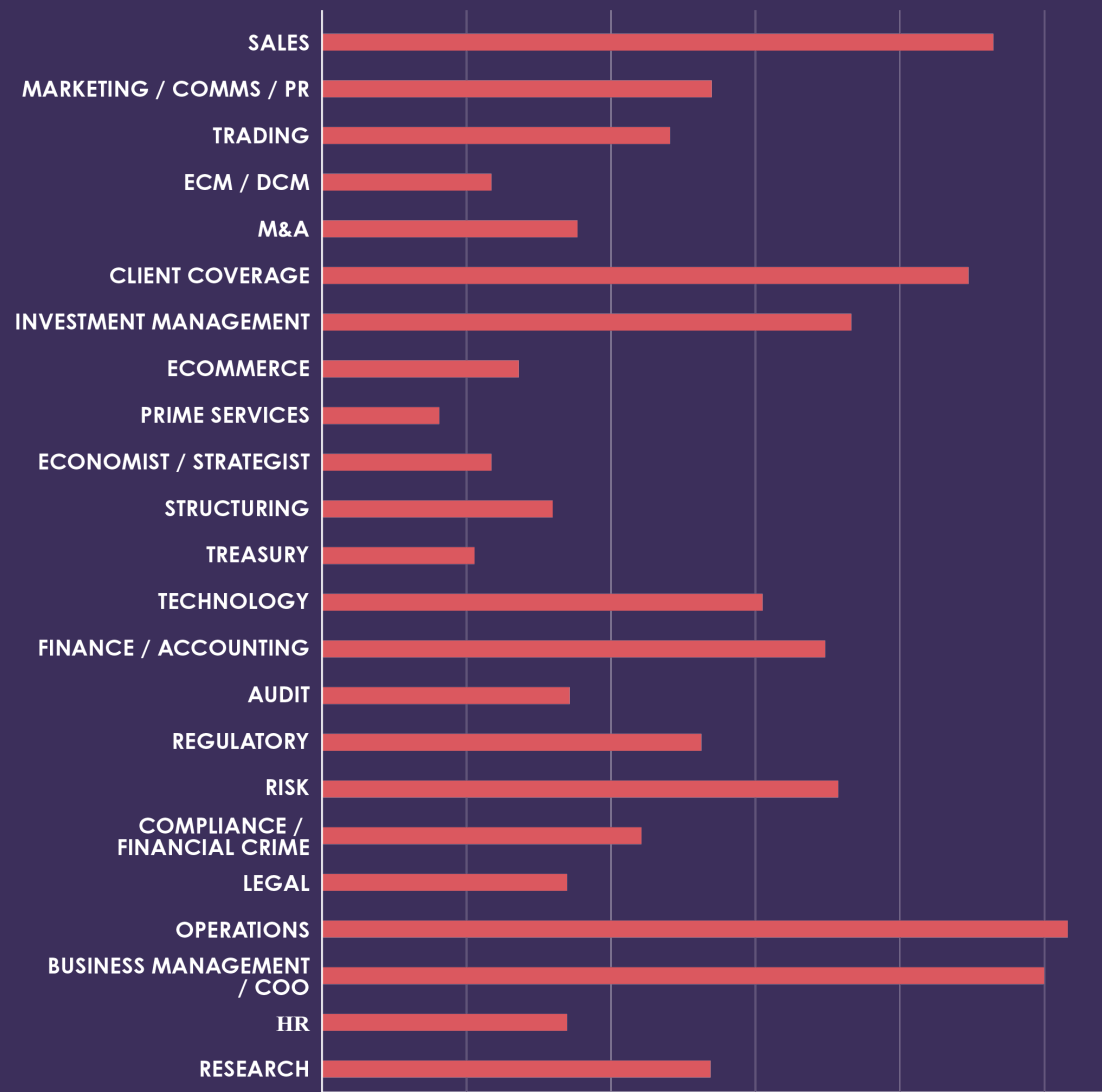
Number of Years' Out

0-2 years	2-5 years	5 years +
<b>55%</b>	<b>22.5%</b>	<b>22.5%</b>

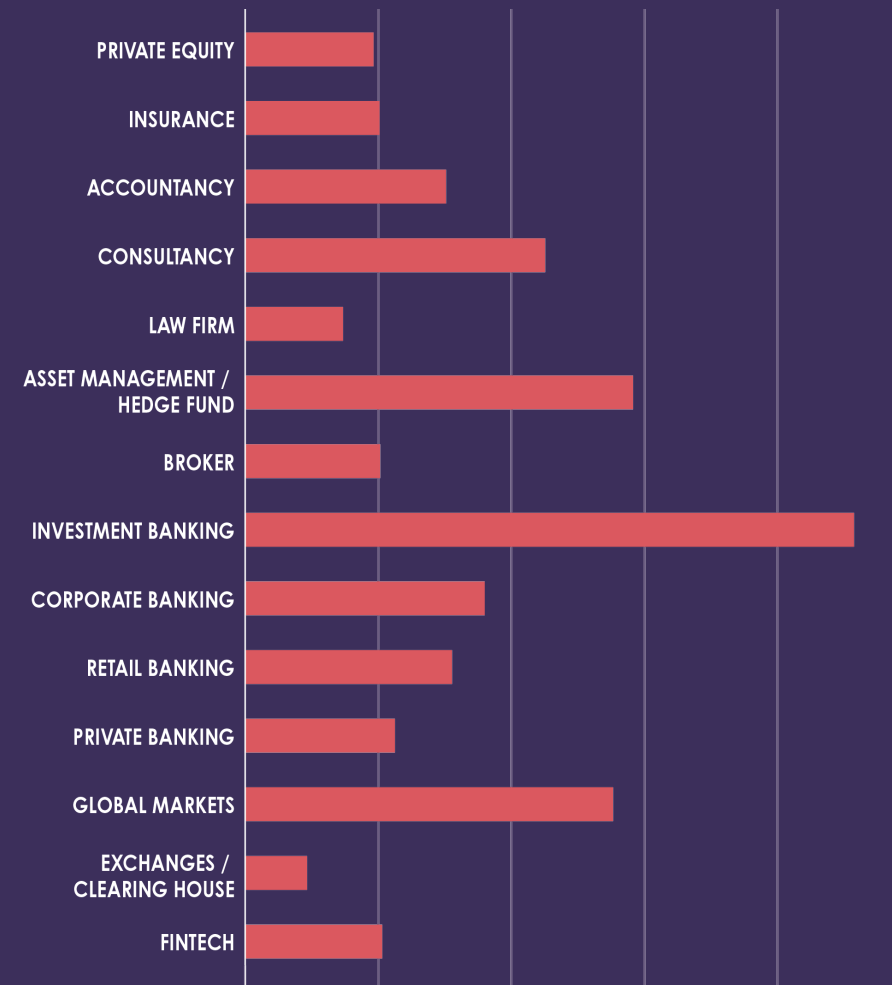
# Candidates at a glance



## CANDIDATES BY SKILLS



## CANDIDATES BY SECTOR



\* This data is snapshot in time and is subject to change on a daily basis

# Case Studies – Pipelining strategy



Director, Enterprise  
Financial Risk Manager

Ex Deutsche Bank, EM  
Rates



- Permanent hire targeting diverse candidate for specific skills gap in the trading business
- Part of pipeline talent strategy
- Candidate identified as high potential high calibre individual 2 years prior to hiring.
- Sits on trading Exco

# Case Studies – Example Placements



Amy Barklam, MD, Global Head of Business Risk, HSBC

- Former Investment Banker at Morgan Stanley
- Took a career break in 2005 during which time she:
  - Qualified with an MA in Public Policy and Diplomacy
  - Worked as a non-executive Director on boards as well as working in social enterprise, Real Estate, and as a private intelligence consultant
- Was looking to re-join the corporate sector with a role commensurate with her experience and knowledge
- Was placed at HSBC as Global Lead of ECM and DCM Banking Compliance learning new skills and making use of previous experience
- 5 years on and has been promoted to MD

# Case Studies – Example Placements



Clare Piper, Regional Head, Client Onboarding Global Banking & Markets, HSBC

- 25 years of global experience from top institutions such as JPMorgan Chase and BNY Mellon
- Covered custody, client management, product/network, and transition management
- Took a 2-year career break
- Placed back into the role of Director in Markets Onboarding at HSBC
- Promoted twice since joining



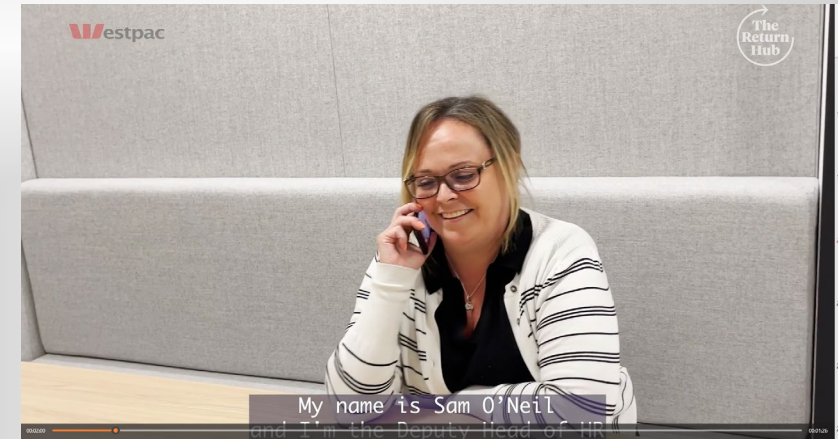
# Case Studies – Example Placements



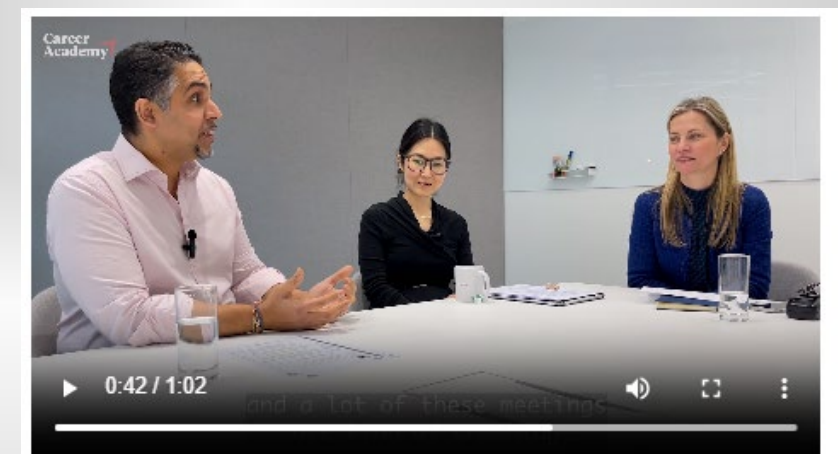
Lizelle Vaughan, Director, Digital and Data, Global Markets, HSBC

- 20 years' experience across retail banking, business banking, Treasury, Central Bank, and CIB, and most recently insurance
- Began her career in IT designing settlement payment systems and Treasury trading systems
- Joined Nedbank in transformation programme manager positions in business banking and a Commercial Director role
- Moved to Liberty Group as a Divisional Director: Digital & Design and Head of Enterprise Project Management Office
- Relocated to the UK from SA and joined TRH to find a role with potential for progression that would benefit from her skill set

# Employer Value Brand



**Matthew Beesley – The Value of building a diverse workforce**  
Jupiter Asset Management and The Return Hub's collaboration



**Case Study Panel Interview - Newton Investment Management**  
How to consider D&I as part of the recruitment process

---

[www.thereturnhub.com](http://www.thereturnhub.com)

Call: +44 203 907 8040

[info@thereturnhub.com](mailto:info@thereturnhub.com)

Facebook: The Return Hub

LinkedIn: The Return Hub

Twitter: @TheReturnHub

Instagram: @the return hub

