

Founded in 1988, Campbell Lutyens is a global, independent private capital advisory firm focused on fund placement and secondary transactions.

Our fund placement practice advises and raises capital globally for private equity, infrastructure and debt managers. Our secondary advisory practice advises institutional and other investors on the sale or restructuring of portfolios of funds or direct investments in both private equity and infrastructure. We also advise managers on GP-led liquidity and fund restructuring transactions.

In 2017, Campbell Lutyens raised over \$14 billion for 10 clients globally and advised on more than \$6 billion in secondaries transactions. Campbell Lutyens is consistently recognised as one of the leading fund placement and secondaries advisers globally. The firm was most recently awarded Secondaries Advisor of the Year in Europe in the 2017 PEI Awards and Placement Agent of the Year at the Private Equity Awards.

Now is a great time to join Campbell Lutyens as we continue our journey to define the industry as the top ranking global independent placement agent and secondaries advisor in private equity, infrastructure and private debt.

The firm has a team of more than 125 operating from offices in London, New York, Los Angeles, Chicago, Singapore\* and Hong Kong.

We firmly believe it is the talent of our people that drives our business forward. We offer individuals the opportunity to work in a successful, well regarded, highly professional and forward thinking environment. To help us get the best from our people, we believe in equipping them with the knowledge and skills required in both areas of the business which is the underlying principle of our rotational Graduate Programme.

As a Graduate you will work with, and learn from, some of the leaders in the industry, working on landmark projects with leading private capital firms and global institutions. You will also be given responsibility and opportunities to make an impact from the outset.

\*The Singapore office is in the process of obtaining a securities license from MAS.

## What you can expect

A four week training programme has been designed to provide you with the knowledge and skills necessary to work in both primary placement and secondary advisory.

You will also have the opportunity to meet with your future colleagues, and complete your FCA regulatory exams, all of which will form the foundation to a successful career.

Once you have completed the training programme, you will spend six months working on the Placement and Secondary sides of the business, spending three months with each team working on live projects.

- **In Primary Placement** | Graduates will work within the project management team on the execution of global private equity, private debt and infrastructure fundraisings, developing a thorough understanding of private capital markets. Graduates will be involved throughout the full fundraising process covering pre-mandate fund analysis and due diligence, preparation of marketing materials, development and execution of the marketing strategy, interaction with target investors and securing of fund commitments.
- **In Secondaries Advisory** | Graduates will work closely with the team to support the execution of sell-side mandates, developing a strong understanding of the private equity industry, secondary market participants and the nuances of executing competitive auction processes. The successful candidates will be involved throughout the execution process which includes portfolio analysis, marketing material preparation, data room management, interaction with potential buyers and private equity managers, bids analysis and preparation of presentations for clients.

## Getting your career off to the right start

After successfully completing an intense seven month Graduate Programme having gained insight in to the whole business, you will continue your career with either the Placement or Secondary team on a permanent basis.

## Who can apply?

The Graduate programme is open to students in their final year of university or who have already graduated and gained some industry experience. We welcome both Bachelors and Masters students with:

- Bachelor's degree with a minimum 2:1 pass grade in a Finance/Economics, Science or Humanities subject;
- Minimum 2-6 months experience gained within financial services (ideally private equity or M&A);
- Excellent analytical skills;
- Proficient use of Excel and PowerPoint;
- Accuracy and attention to detail;
- Excellent interpersonal skills;
- Pro-active and performance-driven;
- Team worker;
- Excellent written and spoken English language skills.

## PLACEMENT TEAM



### Alex Cass | Associate

*Graduated 2012; MSci, Mathematics and Philosophy at the University of Bristol*

*Year joined Campbell Lutyens: 2014*

### Why did you choose to work for Campbell Lutyens?

I applied to CL because I thought it was a place I would be assured of gaining valuable experience in an intellectually challenging environment. I had previously worked at a stockbroking firm with a focus on listed private equity and infrastructure funds and had developed an understanding of fundraising processes. A boutique placement agent would allow me to develop specialist expertise and in depth knowledge of the field in a way few other organisations could. Within boutique placement agents, CL consistently referenced well with former colleagues and industry contacts.

After meeting with members of the team, I was left with the impression of a firm that took its work seriously (despite having most of my interviews on “Christmas Jumper Day”), gave its advice thoughtfully and genuinely believed in a collegiate approach.

### What unique aspects set the opportunity at Campbell Lutyens apart from other opportunities in finance?

The stable growth of a structured team appealed strongly to me. The CL team’s stability is – and continues to be – a differentiator in finance, where team turnover can be high. People stay at CL because the firm hires well, develops its human capital and because team members genuinely enjoy their work and colleagues’ company.

The growth of the team is symptomatic of a business that is doing well, broadening its roster of clients and outperforming its budgets. Looking around the office, I can see over a dozen individuals that have joined since I did and have settled swiftly. These colleagues have joined a company where everyone has the opportunity to prove themselves. When I joined as a second year Executive, I was immediately placed on a complex mandate in a team of two, given client facing responsibilities and involved in every aspect of the fundraise. From the outset I was made an integral part of the team. The structure of Campbell Lutyens’ business model, with small dedicated teams, creates an exceptional learning environment with little room to hide but with huge potential to progress.

## What makes the role enjoyable for you?

Each new mandate provides fresh challenges and you quickly become expert in a new field with each fundraise, be that North American shale gas, German tech start-ups or Asian renewables.

I like the depth and closeness with which we work with our clients. We build important relationships with them and – as a result – are able to learn much about their business, portfolio, strategy, team and marketplace. I also find it rewarding to help build their businesses; whilst we may work on a dozen mandates each year, they will typically only raise one fund every three to five years and the future of their business depends on a successful fundraising. This can create significant pressure to deliver, but ultimately success is extremely rewarding.

I also thoroughly enjoy working with my colleagues and find the office intellectually stimulating, driven and friendly. I have learnt a significant amount from my colleagues, all of whom are willing to take the time to explain something or help with a problem.

## What skills are useful to have?

Alongside the basic Microsoft Office skills (Outlook, Excel, PPT, Word), it is important to have the ability to communicate effectively both in writing and orally for internal and external audiences. On the placement side, organisational skills, the ability to multi-task and a willingness to pro-actively take responsibility for tasks are crucial.

Those with the ability to empathise with clients, think creatively when faced with problems and take initiative will do well at Campbell Lutyens.

## What did the training entail? Interesting aspects learnt?

The most interesting aspects of the training that I have undertaken at CL are from my colleagues providing insight into the projects that they have undertaken. At the end of each mandate, the project team provides a case study to both the primary and secondary teams, at which we are able to really understand the nature of the different challenges the firm has faced and overcome.

## SECONDARIES TEAM



### Charlie Williams | Executive

*Graduated 2015; MSci Physics at Imperial College London*

*Year joined Campbell Lutyens: 2015*

### Why did you choose to work for Campbell Lutyens?

During my final year of studies I was looking to begin my career in finance, although I did not yet have a specific role or firm in mind. I came across Campbell Lutyens through a recruiter, given the somewhat niche nature of the secondary market, and the firm and role quickly attracted my interest.

However, my choice to work for Campbell Lutyens was driven primarily by the quality and personalities of those people I met during the interview process, across all levels of seniority.

Along with the people I met, I felt that given the culture and size of the firm, being not too small but not too large, Campbell Lutyens would provide a perfect platform for my development during the early years of my career, and an enjoyable place to work.

### What unique aspects set the opportunity at Campbell Lutyens apart from other opportunities in finance?

At the very junior level, the type of work is somewhat similar across corporate finance such that this is unlikely to be a differentiator.

The opportunity at Campbell Lutyens is one where if you enter with the correct attitude and work ethic, you will be given the support to succeed and realise your potential. The opportunity is also to work in an atmosphere where people have the utmost respect for each other, and work in a highly collegiate fashion which you are unlikely to find in all financial institutions.

Aside from the working environment, Campbell Lutyens is a place where colleagues genuinely enjoy spending time together, both inside and outside of the office, which is demonstrated by the breadth of social and charitable events that are held across the firm's global office.

### What makes the role enjoyable for you?

The role is enjoyable for me because it is sufficiently varied, both in terms of the day-to-day tasks but also in terms of the projects that the team works on and that I have been involved in since joining.

There is also the opportunity to be constantly learning and developing due to the talented and enthusiastic people I work alongside. This is certainly something that is valued, especially during the early stages of my career.

For me, the balance of technical and non-technical tasks is optimal in allowing me to develop and exercise technical skills (financial modelling, etc.) alongside more creative ones (creating pitchbooks, marketing materials, etc.).

### What skills are useful to have?

The role requires analytical and numerical competency, excellent communication skills, the ability to work in a team and process management skills.

While not skills per se, a positive attitude and high work ethic are also essential and arguably more important than the above, which can all be learnt on the job given sufficient foundations are in place.

### What did the training entail?

As a graduate, the training took place over a 5 week period in our London office with both internal and external providers giving sessions. It was also during this time that I did my FCA exams, which every new joiner without some equivalent qualification has to take soon after joining the firm.

However, training is ongoing at Campbell Lutyens and takes many forms. To name a few: external communication training, external written training, internal transaction case studies, internal modelling training, etc.

It is also encouraged to reach out in the case that you identify an area where you could benefit from support.