



PER

IN SEARCH OF RECRUITMENT RESEARCH ANALYSTS

[PER-people.com](https://per-people.com)

「 THE RIGHT PEOPLE
FOR SECURING
THE RIGHT PERSON 」

PER RESEARCH | CLASS OF 2021

OUR RESEARCH TEAM IS GROWING TO SUPPORT OUR EXPANDING INTERNATIONAL BUSINESS



ABOUT PER

FROM GARAGE TO GLOBAL: UNCHANGING VALUES UNDERPIN 25 YEARS OF GROWTH AND EVOLUTION

OUR STORY

Ours is a garage start-up story, something that will be familiar to many in venture capital and private equity

After emerging from a decade-long career as an investor at 3i in the 1990s, Gail McManus received a call from a former colleague looking for new recruits for their growing fund. Inspired to utilise her deep knowledge of this burgeoning industry and her established network of seasoned investors, Gail returned the call, took on her first mandate and established PER

Gathering a team of former investors around her, Gail built a recruitment company firmly rooted in the industry it serves. The first-hand investment experience of our leadership team has been fundamental in establishing and cementing our reputation as market leader in the field. Our opinions are valued, our advice is insightful and our commitment to the sector is second to none

Nearly 25 years and over 2,500 placements later, we continue to evolve alongside private markets, all the time finding exceptionally talented people to underpin its ongoing growth and development

OUR GLOBAL REACH



We are 65 people working in seven locations across three continents, we have a fully international network, collaborating across borders through sophisticated systems and strong personal working relationships

Our international research team is the central resource for our global network

AT THE HEART OF PRIVATE MARKETS

Our deep network, expert judgement and generous heart make us a leader in our field

Every day, we form the connections and build the teams that shape the future of this dynamic, international industry

We are committed to improving diversity by working with our clients and the wider industry to promote change



PER – A PEOPLE BUSINESS



25% of PER employees focus on research



23% of the PER team have worked here for over a decade



30% of PER team members were promoted in 2020

PER IN NUMBERS

2500
PLACEMENTS

480
PLACED
IN 2021

25
YEARS IN
BUSINESS

THIS ROLE AND ITS IMPORTANCE

RESPONSIBILITIES, OPPORTUNITIES AND THE APTITUDE WE ARE LOOKING FOR

RESEARCH ANALYST

ATTACHED TO ONE OF OUR OFFICES IN THE DACH REGION

The networks built by our Researchers form the foundation of our business. In this essential role, you'll develop and nurture the relationships with clients and candidates that set PER apart



We will guide you through the intricacies of private markets and train you to use leading-edge recruitment technology to pinpoint people with the skills our clients need



You'll be immersed in this exciting and dynamic sector from day one, engaging with extraordinary people who are shaping global financial markets



Opportunities abound in our fast-growing business for people with the right aptitude and attitude

A UNIQUE OPPORTUNITY; A BRIGHT FUTURE



PER is a place where someone with drive and ambition can learn and grow in a highly supportive and friendly environment



HARRY GWYNNE
RESEARCH CONSULTANT

For the past 25 years, we have grown and evolved alongside private equity, developing services as the market diversifies and expanding across continents as clients globalise

Historic levels of investment in private markets is creating unprecedented demand and we are continually evolving our business to meet it

Our Researchers support the consultants by identifying and engaging with candidates across industries relevant to private market investment funds



KEY COMPETENCIES

YOU HAVE ...

- › The personal discipline to strive for the best answer
- › The confidence to articulate your ideas and follow them through
- › The commitment to achieving successful outcomes
- › The desire to build long lasting relationships
- › High-level spoken and written English and German are requirements for the role

YOU CAN ...

- › Demonstrate great listening skills and ask insightful questions
- › Deliver to the highest standard with immaculate attention to detail
- › Consistently deliver high quality verbal, written, formal and informal output
- › Problem-solve and always go the extra mile to delight your clients

RECRUITMENT PROCESS, COMPENSATION AND DEVELOPMENT

HERE'S HOW WE'LL SELECT AND REWARD OUR RESEARCH ANALYSTS

WE VALUE ABILITY AND ATTITUDE OVER EXPERIENCE

THAT'S WHY:

- › We'll invite you for interview based on your responses to an online questionnaire that highlights your skills and personal qualities such as logical thinking, drive, commitment and ambition
- › If it looks like we could be right for each other, we'll ask you to showcase your ability through some innovative and creative exercises that give a real sense of the day to day job



WHAT IT'S LIKE TO WORK HERE

- › A competitive salary & opportunity for results-based compensation progression
- › 25 discretionary days holiday plus public holidays and half day off on your birthday
- › Regular social and team building events. For 2022 an all-company trip to Lake Como is planned
- › Great work life balance, where most people will have left the office by 6.30pm each night
- › First 3 weeks of on the job training with ongoing learning and development throughout your career
- › Opportunity to participate in external training and certification with PER covering the costs and giving you time to do this in your working day
- › Great social impact strategy, including a volunteering day
- › Work buddy scheme from day one
- › Invitation to join company wide mentorship programme
- › Entry into group company profit share scheme after 12 months
- › Pension and insurance benefits



Career progression and continuing development is important to us; we'll do all we can to support your professional journey
Ours is a results-oriented business and we reward success

MEET SOME OF OUR TEAM MEMBERS

OUR CLOSE-KNIT TEAM WORKS COLLABORATIVELY TO PROVIDE SUPPORT AND ENSURE SUCCESS



RUPERT BELL

DIRECTOR OF DACH

An experienced private markets investor and a member of PER's leadership team, Rupert opened our first international office in Munich a decade ago and has since established PER as the go-to recruiter for private markets in the DACH region. He has an active network across Europe and manages senior search mandates for buyout, growth and family office firms



SHARON CHAMMAH

HEAD OF RESEARCH

Sharon has been part of the PER team for over 10 years; leading the research effort on senior searches. Sharon also manages and trains our researchers, providing guidance as they develop their careers



REBECCA LIEBEL

SENIOR CONSULTANT, HEAD OF MUNICH

Rebecca leads our German speaking team and secures Manager to Partner level investment professionals and value creation experts for a broad spectrum of private equity funds and their portfolio companies. Impact investing and ESG are topics close to Rebecca's heart and she regularly supports new and existing players in expanding their competencies and teams



HONG NGUYEN

RESEARCH ASSOCIATE

Hong is part of PER's Research team and is based in our Frankfurt office. She focusses on expanding PER's network and building relationships with banking professionals and students with relevant internship experience.

HOW TO APPLY

WE'RE LOOKING FORWARD TO HEARING FROM YOU

CLICK THE LINK BELOW TO REGISTER YOUR INTEREST

YOU JUST NEED TO LET US KNOW:

- › Your name and email address
- › Where you heard about this opportunity

**CLICK HERE
TO APPLY**



