



ORBIS
TALENT PARTNERS

INVESTMENT TALENT

**A LEADING GLOBAL
INVESTMENT TALENT
PLACEMENT BOUTIQUE**

2021 EDITION

GLOBAL INVESTMENT TALENT

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CONTENTS

THE WORDS

Orbis	6-7
Global Investment Talent Practice (GITP)	8-9
Why GITP?	10-11

THE DATA

Select Performance Statistics	14-15
Select Placements	16-19

ORBIS

ORBIS

THE WORDS



ORBIS TALENT PARTNERS

OUR FIRM

Orbis was formed in 2017 with the simple goal of becoming one of the best asset management industry front office talent recruitment boutiques in the world. We got there with our Global Fundraising & Investor Relations Talent Practice (please let us know if you'd like to see the brochure for this talent practice area). No firm places more fundraisers and other dedicated LP-facing professionals than Orbis. And no firm has our performance record in this space. Not even close. Now, we are going to do the same thing with our recently formed Global Investment Talent Practice (GITP). We are

well on our way. I hope you will peruse the rest of this brochure which talks only and specifically about GITP, and I hope you will work with us in this important talent vertical in 2021, as others have already begun to do!

Brian Grover
Founder & CEO

GLOBAL INVESTMENT TALENT PRACTICE (GITP)

OUR HISTORY IN INVESTMENT TALENT PLACEMENT

Orbis Founder, Brian Grover, ran his first retained investment talent search 17 years ago for Danny Och, Founder, CEO and CIO, Och Ziff Capital Management. What was needed was a world-class commodities PM and Danny was open to taking a stake in a leading commodities hedge, buying one outright, making a standard hire or seeding a team in their own new hedge fund. This is not an assignment that your average investment talent recruiter can handle. Brian crushed it. Brian had just left Wall Street, where, over 14 years, he covered the most complex and sophisticated hedge funds and asset managers on the planet, for OTC equity and credit derivatives as well as complex financing and tax-related transactions. Over the next 14 years, now as a recruiter, Brian and his teams placed over 250 investment professionals of every type, every seniority level, every conceivable quantitative and discretionary investment strategy (public and private markets investment strategies alike) and on four continents. When Brian closed that firm to form Orbis in 2017, his first priority, was to make Orbis the number one recruitment

firm on the planet in the placement of fundraising talent. Done. And now, in 2020, he has returned to investment talent placement, after 3 years away, with the formation of GITP and with a dedicated team that is the best he has ever had in this space.

THE GITP TEAM

This team is co-headed by Brian Grover and Stephanie Cummings. Brian brings depth with hedge fund and private credit strategies and talent. Stephanie brings depth in the real assets space. Combined with several with several other team members, we have a very strong research, execution, project management and search leadership team.

GITP CLIENTS

Orbis' clients represent the entire gamut of alternative and traditional asset managers, large and small, and around the globe. Later in this brochure, we show how our client base looks today and over the past few years. Unlike the Global Fundraising & IR Talent Practice, whose clients always have or need fundraisers, GITP can now serve asset management entities that don't use fundraisers, such as single family offices,

prop trading firms, endowments, foundations, pensions and sovereign wealth funds. And we're really looking forward to working with these new client types as well!

ROLES

GITP can run and successfully execute any type of investment or risk talent search with an equal and high probability of success. Later in the brochure, you will find a pie chart that breaks out Brian (and his teams') placement record by type of role. We can handle everything from the placement of 2-year Investment Bank analyst

with a private equity or private credit GP client, to the placement of an entire discretionary or quantitative investment team with a hedge fund seed capital provider. We will successfully place a half dozen real estate origination, underwriting and investment research professionals in the last third of 2020 alone. Our team handle virtually any role; and if we think our odds of a successful placement with any one search is less than 95%, we won't take it on.



WHY GITP?

With our Global Fundraising & IR Talent Practice, it's easy to point to our significant competitive advantages. We place more fundraisers than any other recruitment on the planet. We do it better. We do it faster. We've done it longer. Brian and his GFTP have helped dozens of GPs build their first ever dedicated fundraising effort.

It's harder to say these things about our Global Investment Talent Practice. We're good. We're really good. But so are a lot of investment talent recruiters. It's just a much larger and much more competitive recruitment vertical. And our clients are themselves, investors. We can be valuable advisors to them on the fundraising side. Not so much on the investment side. Not really.

So what are the legitimate reasons to use Orbis for your investment talent searches?

PARTNERSHIP

We won't take a search on unless we're sure we can dazzle our client with our immediate and also long term results. We stand behind our work in a way that other recruiters would dare. We're not interested in a single placement and then moving on. We want to help our clients build highly successful long-term businesses, and we

think ourselves as their long-term partner. All of our actions on their behalf reflect this point of view.

EXPERIENCE

Though a relatively new practice area for Orbis, the senior members of GITP have successfully placed over 200 private markets and public markets investment professionals ranging from Junior analysts to portfolio managers, CIOs and even placing entire teams and helping to secure day-one funding for new investment fund launches. That's not nothing! We have a particularly deep bench with respect real estate, private equity and private credit, and discretionary hedge fund investment talent placement. But we believe we can dazzle with any kind of discretionary investment talent placement, at any seniority level, anywhere in the world. And, again, if we think we can't dazzle, we pass.

TRACK RECORD

As a firm, Orbis successfully closes over 90% of the searches we start. We know our aim is better and we move faster. We stand behind our work for a full year, and yet have

only been asked to replace two Finalists in Brian Grover's 18 years of doing this and with over 800 front office talent placements under his belt. That's an impeccable track record in any industry.

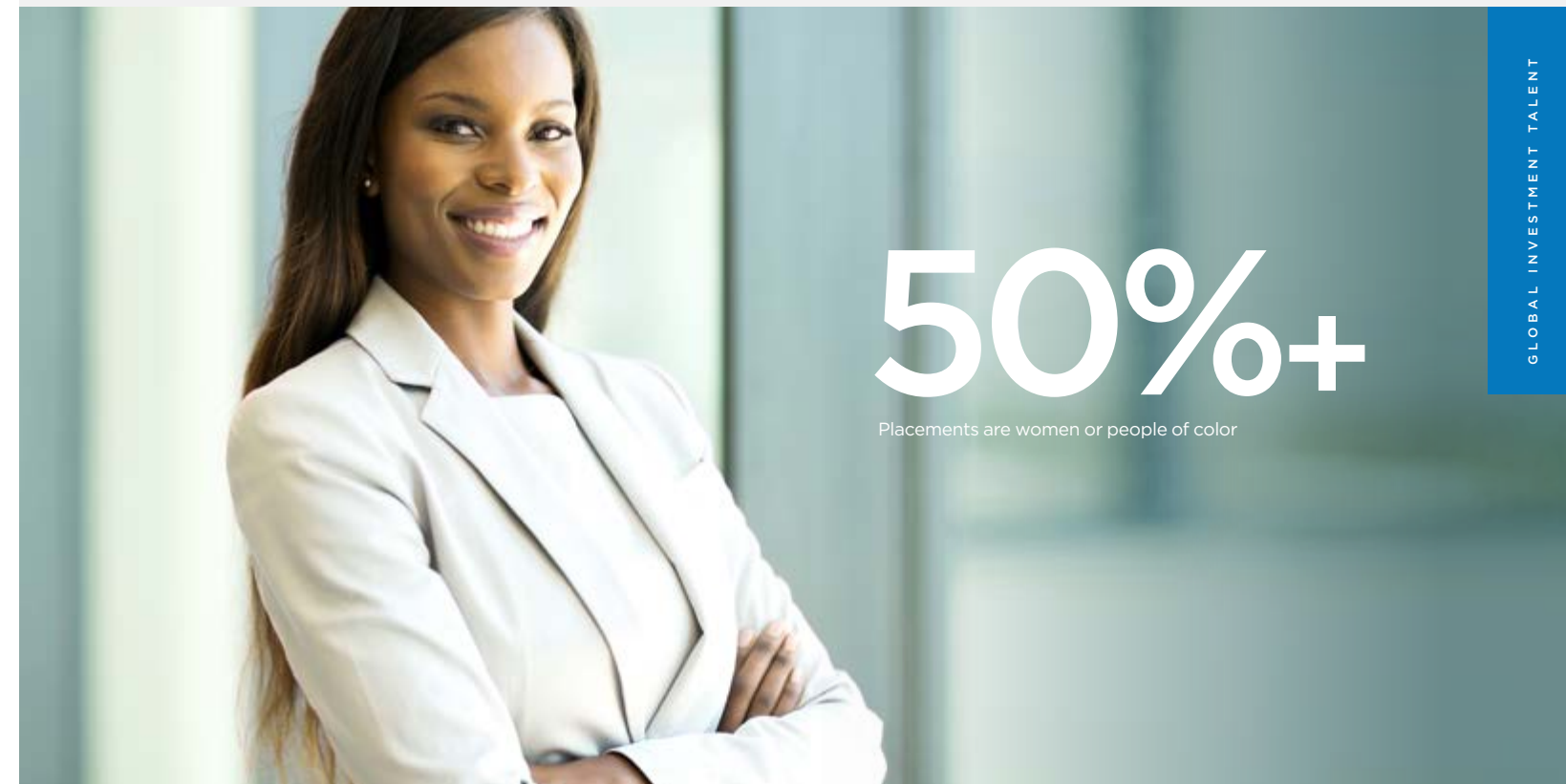
DIVERSITY

Our clients care a LOT about increasing diversity within their firms. We're glad to see this commitment. Orbis is highly diverse. And, over the past three years, over half of this Orbis' placements have been women or people of color. We always want the best

athlete for our clients and, often, that's been able to be accomplished with a diversity placement.

ECONOMICS

We offer our clients a price point and flexibility that they will not find from recruiters half as good as us. We built Orbis the right way from an operating cost standpoint and we have refined our craft so that we can serve just about any GP and have it be a good deal for them and us.



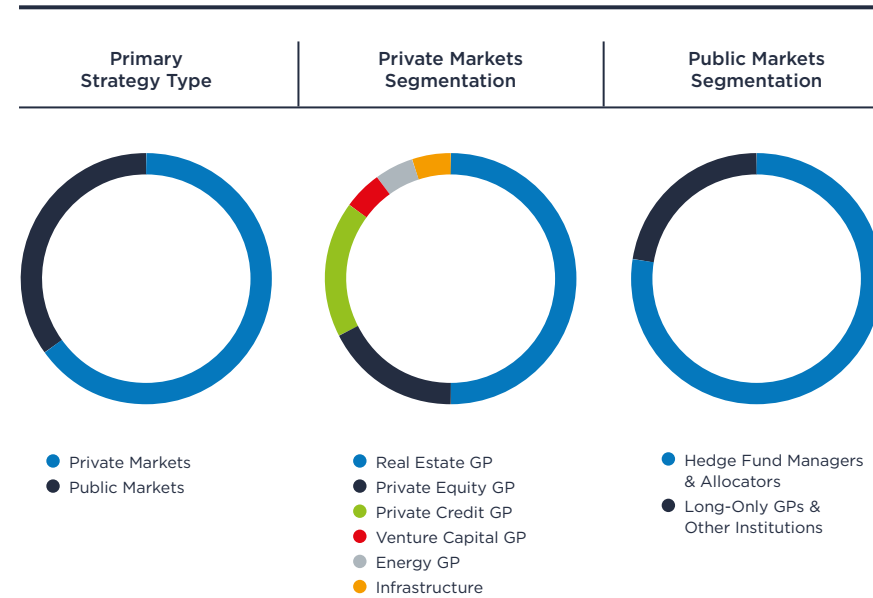
OUR PLACEMENT STATISTICS

ORBIS

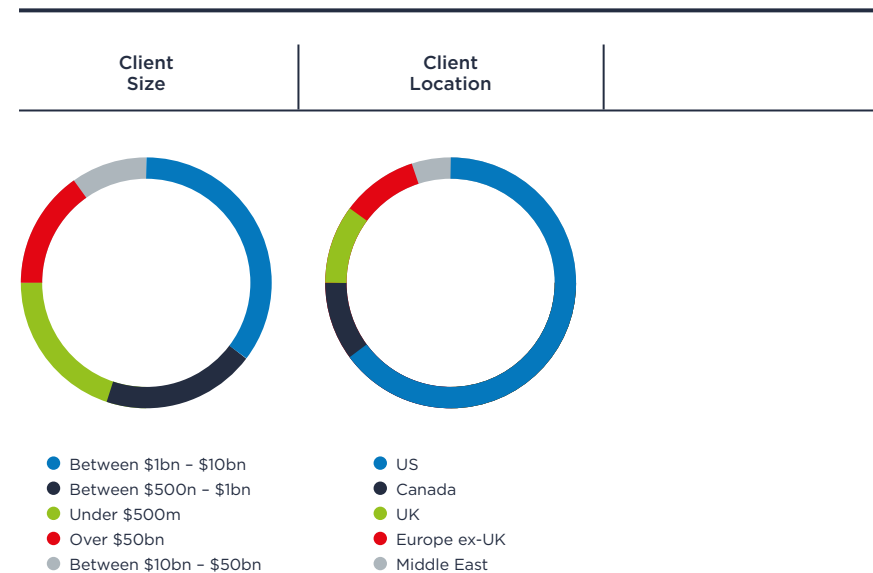
THE DATA

SELECT PERFORMANCE STATISTICS

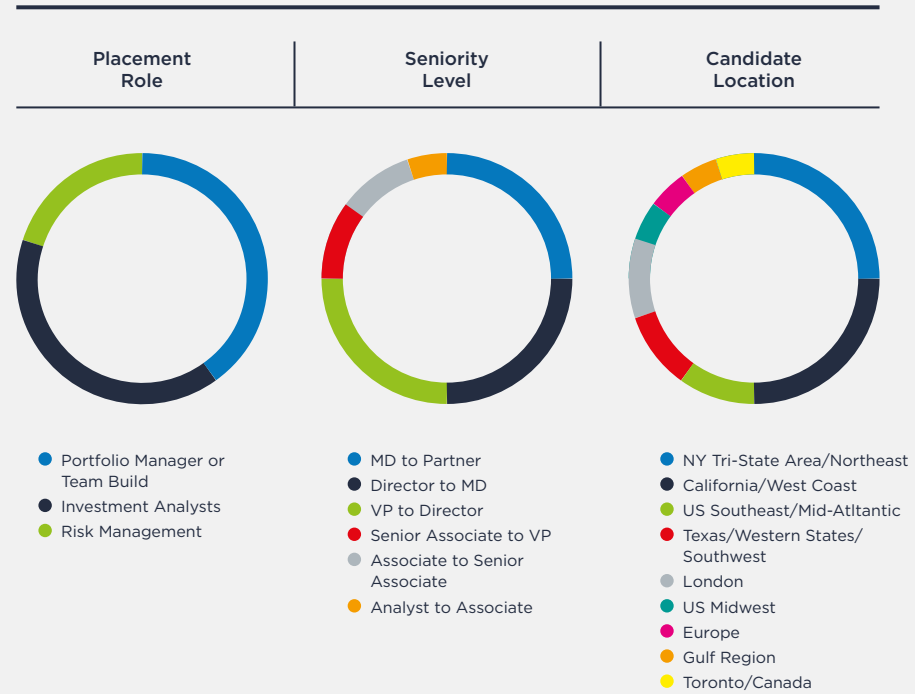
OUR CLIENTS



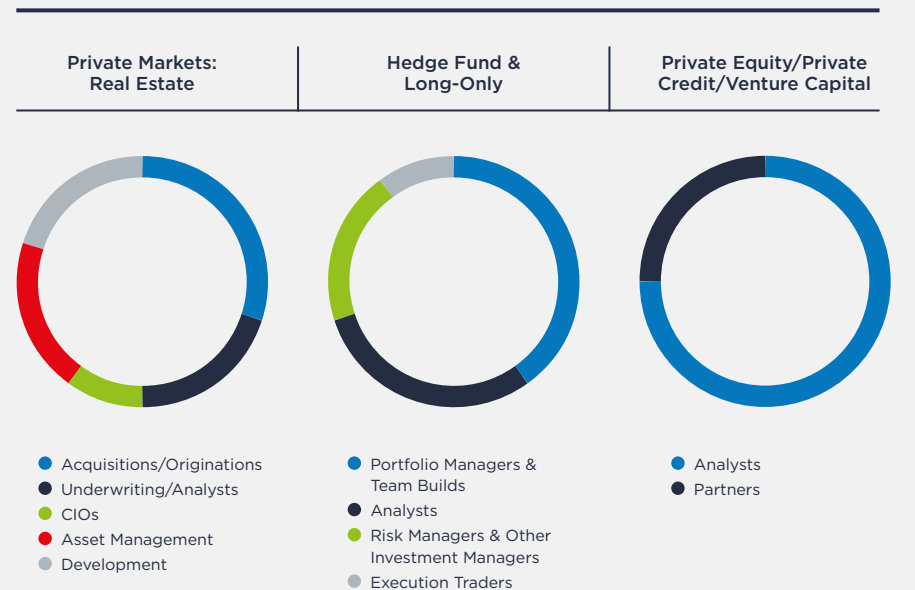
OUR CLIENTS



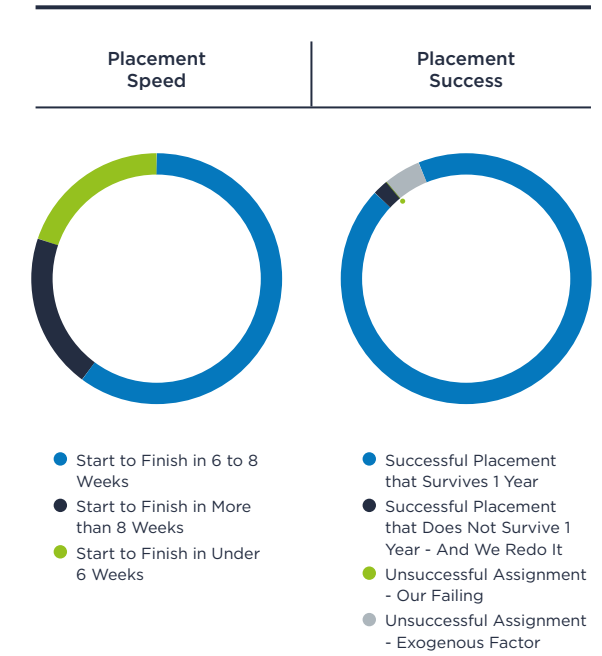
TALENT TYPE



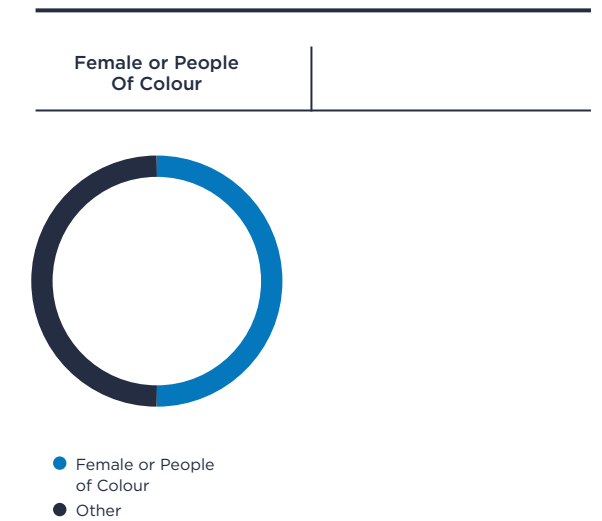
PLACEMENTS BY ROLE



ORBIS PERFORMANCE



ORBIS PERFORMANCE



Disclaimer:
The above data is derived from >250 successfully executed investment placements and over 20 years of collective experience. The pie charts are estimates only and represent the total body of successful placements completed by the current Orbis GITP leadership: Brian Grover and Stephanie Cummings.

GLOBAL INVESTMENT TALENT

SELECT PLACEMENTS

PRIMARY STRATEGY TYPE

Real Estate



PRIMARY STRATEGY TYPE

Private Equity, Private Credit & Venture Capital



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GLOBAL INVESTMENT TALENT

SELECT PLACEMENTS

PRIMARY STRATEGY TYPE

Hedge Fund & Other Public Markets Managers



PRIMARY STRATEGY TYPE

Team Builds & Seed Capital Placement



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GITP PRACTICE LEADERSHIP

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