BRICKFIELD

Recruitment Market Intelligence Update

July 2026

Against a backdrop of evolution towards more diverse and complex structures, Rory Smith and James Strode look at the key issues currently facing hiring managers in the global fund finance industry

Looking back on the global fund finance recruitment market over the first half of 2026, we see that one clear theme has emerged: Fund finance hiring is more technical, specialised, and competitive than ever before. As the market continues to evolve beyond traditional subscription finance into NAV lending, hybrid facilities, GP financing, private credit solutions, and other complex fund-level structures, employers are seeking professionals with increasingly diverse and sophisticated skill sets.

Successful fund finance recruitment therefore depends more than ever on accurate market intelligence, realistic expectations and a detailed understanding of the specialist talent landscape. Based on our direct experience of live searches, market conversations, and candidate engagement, this update provides insight into this trend as well as the key factors influencing hiring outcomes across funds, banks, and law firms.

Closing the expectation gap

A recurring challenge observed across fund finance recruitment processes is the expectation gap between what organisations want to hire and what the market realistically provides.

Hiring teams often have a well-defined requirement, but without recent exposure to the market, it can be difficult to assess whether the role specification, seniority level, and compensation package accurately reflect current conditions.

This is particularly important within fund finance, where relevant experience is concentrated among a relatively small number of professionals. The suitability of a candidate is determined not only by technical capability, but also by factors such as platform background, product exposure, career trajectory, and alignment with the hiring organisation's objectives.

Through early market engagement, potential challenges can be identified before a search begins. This enables organisations to

assess whether their expectations align with available talent and make informed adjustments where required.

In our experience, addressing these considerations at the outset significantly improves the likelihood of a successful process and reduces the risk of searches extending for several months without resolution.

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A common issue we see is where organisations enter the market with a role specification that has not been sufficiently tested against current candidate availability and market conditions. This can result in a process where significant time is spent engaging with individuals who ultimately cannot meet the required criteria, or where suitable candidates cannot be secured due to misalignment around compensation, seniority, or platform expectations.

By seeking out specialist market knowledge at the beginning of the process, these factors can be assessed early, creating a more efficient recruitment process and ensuring that all parties have a realistic understanding of what can be achieved.

Search execution, credibility and reputation

Fund finance continues to operate as a highly connected market, meaning reputation and approach remain important factors in recruitment outcomes.

The way a role is introduced to the market can directly influence candidate perception. Where multiple recruitment channels are engaged without a coordinated approach, there is a risk that opportunities become overexposed, messaging becomes inconsistent, and candidates receive repeated approaches regarding the same position.

Within a specialist market, this can create unnecessary noise (as well as potential reputational issues) and make it more difficult to identify the right individuals.

A more tightly targeted and under-the-radar approach, supported by strong market relationships, allows opportunities to be presented with greater context and confidentiality. It ensures conversations are focused on individuals whose experience and ambitions genuinely align with the requirements of the role.

This is particularly relevant in fund finance, where many senior professionals are not actively searching for new opportunities. Engagement is often driven by the quality of the conversation, the credibility of the approach, and confidence that the opportunity has been properly assessed before being presented. A considered recruitment process therefore helps protect both the hiring organisation's reputation and the candidate's experience throughout the search.

The outlook for funds, banks and law firms

As part of our continuing engagements across the fund finance industry, we closely keep track of and evaluate the recruitment priorities of organisations across the fund finance ecosystem, which continue to vary widely.

For funds developing their internal fund finance capabilities, a key consideration is ensuring that the structure and seniority of a hire match the organisation's strategic objectives.

This consultative approach that Brickfield takes is particularly important as teams continue to develop. The question is not simply whether an organisation needs to hire, but whether it is hiring the right profile at the right stage in its growth, and we help funds find the right answers.

For banks, understanding platform differences remains critical. Candidates assessing opportunities are increasingly considering the wider proposition, including product capabilities, growth plans, team structure, and market positioning. Brickfield's unparalleled insights into of these factors allow banks to make more informed discussions between organisations and prospective hires.

For law firms, particularly at senior levels, recruitment continues to be driven by relationships, confidentiality, and timing. Partner and senior associate appointments require

- a detailed understanding of comparable teams, individual motivations, and the realities of attracting talent within a competitive fund finance environment.

The ability to provide market comparables and insight into candidate expectations remains a key part of Brickfield's work with legal clients in successfully navigating these searches.

Looking ahead

As fund finance continues to evolve, demand for talent is outstripping supply and successful recruitment depends more than ever on specialist knowledge, trusted relationships, and interpreting market conditions effectively.

Against this increasingly competitive background, the fund finance recruitment market continues to reward organisations that approach hiring with accurate information and a clear understanding of the landscape, and can move past the white noise of mass-market digital recruiting.

Brickfield's position within the market provides ongoing visibility not only into the fund finance market, but into candidate expectations, platform developments, compensation considerations, and the challenges organisations face when building specialist teams.

For clients, access to this level of insight helps create highly targeted and effective recruitment strategies, for roles that are optimised to fit the organisation's real needs.

For candidates, it provides the context required to evaluate opportunities and make better informed career decisions.

Brickfield at the FFA Global Leadership Summit

Brickfield is proud to be attending the **FFA Global Leadership Summit** on September 14-16 in Portugal. One of the fund finance industry's most important global conferences of the year, the Summit allows senior figures to come together to discuss and seek solutions to strategic challenges in fund finance. This year's event will be focused on the need to increase the supply of finance to support private market funds, and we expect some lively and constructive debate at this key industry event.

New publication from Brickfield

This Autumn, Brickfield will be publishing **Inside Fund Finance**, a brand-new, half-yearly fund finance journal. Developed and created as a global reseource for industry professionals, Inside Fund Finance will feature analysis, commentary and thought leadership from fund finance experts, as well as interviews with leading figures, hiring insights and company updates. If you are interested in contributing to **Inside Fund Finance**, contact James Strode (info below) for more details.

Brickfield is the leading Fund Finance recruitment specialist

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FUND FINANCE
RECRUITMENT

Brickfield Recruitment is the only talent acquisition service dedicated to the full Fund Finance sector inclusive of lenders, asset managers, legal, and advisory ecosystems. Our in-depth knowledge of the fund finance market, complimented by a diligent and discreet personal approach, gives us an unparalleled ability to bring the right people together.

We listen, we advise, we match.

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