

TOP 10 TIPS *for a career in* **HEDGE FUNDS**

Master the front, middle, and back office.



by Rich Bello





SCHOOLS

Where you go to school matters. Hedge funds tend to recruit from prestigious undergrad or MBA programs. Aside from the education and leg up in the recruitment process, the social network you build is another crucial factor for your future hedge fund career. Take advantage of your time at school because the friends you make at these institutions will be valuable advocates for you when new positions open at their firms. Try to join clubs, group projects, and study groups. The more value you put into a friendship, the more you should receive.

Schools that are consistently ranked among the top when it comes to hedge fund placement are:

- Columbia
- Stanford GSB
- Booth
- HBS
- Yale
- Wharton
- Sloan
- Kellogg
- Haas
- Tuck



INVESTMENT BANKING

More and more hedge funds are citing a preference for investment bank experience as part of their job descriptions.

Working at an investment bank proves that you can handle long hours under stressful circumstances and that you have a strong knowledge of financial modeling.



MENTOR

Find mentors in the industry. Offer to work as an intern at a hedge fund. Proximity is a powerful force to get what you want. Exposure to the ways of thinking from people who already have found success in the industry will shape your career.

- Find someone with a career you admire and ask for 15 minutes.
- Be clear about your goals and the guidance you are seeking.
- Be open to all feedback and advice.
- Confirm your eagerness to do the work and follow through.
- Don't be afraid of "No."
- Show appreciation often.
- Take note while learning lessons from their hard-fought experiences will prove invaluable throughout your career!



SPECIALIZATION EXPERT

There are numerous sectors and industries hedge funds look to for investment both domestically and abroad. Pick a particular industry that interests you and become an expert in it. Hedge funds find this specialized knowledge incredibly valuable.

- Content marketing doesn't only apply to businesses.
- Prove your knowledge and gain exposure by writing articles, blogs, white papers, maybe even a book!



COACHING

Hire a Career or Executive Coach that has industry experience. This is a secret tactic taken by many successful hedge fund executives. Don't navigate your path without direction. See your career skyrocket by engaging with a coach who knows the way and can show you how to get there.

- Their job will help you set your goals, plot your course, and hold you accountable.
- The accountability they provide will get you results!.
- Their knowledge of the hedge fund industry combined with their role as your coach will be immensely advantageous for you as you embark on this career path.
- Share in-depth industry knowledge.



INDUSTRY KNOWLEDGE

The more you know, the more valuable you are to the fund. Learning is a skill; strengthen your ability to pick up knowledge and apply it. Be on the lookout for industry-specific courses you can take, books, and articles you can read to enhance your knowledge. Always seek out those created by current or former hedge fund managers and other key employees. Put in the work to become an authority.



INDUSTRY BOOKS

Be well-read and versed in the books that are popular throughout the industry. Understanding the lingo and talking the talk are prerequisites for anyone looking to get into a career in hedge funds. This will also impress your mentor and classmates.

- Flow: The Psychology of Optimal Experience by Mihaly Csikszentmihalyi
- Superforecasting: The Art and Science of Prediction by Philip Tetlock, Dan Gardner
- Thinking, Fast and Slow by Daniel Kahneman
- The Hedge Fund Book: A Training Manual for Professionals and Capital-Raising Executives by Richard C. Wilson
- Market-Neutral Investing: Long/Short Hedge Fund Strategies by Joseph G. Nicholas



GRIT

Be creative and persistent in approaching hedge funds. The #1 determining factor to your success is grit, resilience, and tenacity.

- Start with the A's and call them or write to them all.
- Do not give up, and do not let a few no's stop or discourage you .
- Read success stories, and often you'll find inspiration and motivation from their round-about stories.
- Grit is all about resilience and the ability to push through adversity .
- Follow through, and your determination will reap the rewards.



SEARCH FIRMS/ RECRUITERS

Seek out the recruiters of hedge funds. Since they already have relationships with these funds, they know about current and future opportunities. Try searching for in-house recruiters on LinkedIn. Some of the most well-known and respected recruitment headhunters are:

- Amity Search Partners
- Henkel Search Partners
- CPI
- Dynamics
- Glocap
- Search One
- Oxbridge
- Princeton Consulting Group
- The Edgewater Group
- Pinnacle Group International
- David Barrett Partners
- Harrison, Stone and Associates
- Russell Stephens

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NETWORK/ LINKEDIN

There's a saying, "You have to network to get work." This holds just as true today as it did back then.

- Never underestimate the power of relationships.
- Take good care in growing and fostering relations.
- Build up and reach out to your network regularly.
- Write a concise "elevator pitch" about yourself.
- Make it easy for people to understand who you are.
- Utilize LinkedIn; it is being used more and more as a recruitment tool. Add professional pictures, write a compelling "About," and elaborate on your work experience. Make an effort to connect with your current and past colleagues.

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B2B

- **Business Consultation:** Leadership, Hedge Fund Operations
- **Remote Work Advisory:** Assessments, Training, Policies
- **Software:** Decision Making, Project Management
- **Venture Studio:** Seed and Develop New Businesses
- **Venture Portfolio:** Investments in Public + Private Companies



B2C

- **Coaching:** Life, Health, Career, Executive and Group
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