

A blurred photograph of a crowd of people walking in a bright, outdoor setting, possibly a city square or a transit hub. The image is overlaid with a faint, white, geometric network pattern consisting of dots connected by thin lines, suggesting a digital or interconnected theme. The overall color palette is bright and airy, with a mix of blues, whites, and soft colors from the people's clothing.

VALENTINE THOMAS

— & PARTNERS —

People Moves | Investment Management EMEA

December 2025

People Moves |

Investment Management EMEA

Please see below a monthly update on the latest people moves within the EMEA investment management industry. Please do get in contact with the team if you would like to discuss any topics relating to talent in the investment or wealth management areas.

- **AustralianSuper** has appointed **Bob Debi-Tewari** as **Head of International Equity Portfolio**. Formerly, Bob was Deputy Chief Investment Officer / Head of Equities and Externally Managed Funds at Shell Asset Management Company.
- **Benefit Street Partners** has appointed **Alex Denby** as **Managing Director, Deputy Head of Middle East**. Formerly, Alex was Managing Director, Head of Asia, Middle East and Africa at bfinance.
- **Brookfield** has appointed **Chris Day** as **Senior Vice President, Global Client Group**. Formerly, Chris was Equity Private Markets Transformation & Strategy at BlackRock.
- **Brooks Macdonald** has appointed **Euan Munro** as **Non-Executive Director**. Euan was previously Chief Executive Officer at Newton Investment Management.
- **Columbia Threadneedle Investments** has promoted **Andrew Carnwath** from Director, Private Equity to **Head of Private Equity**. Additionally, **Fanni Pfenningberger** has joined as **Active ETF Business Development Manager for Continental Europe** from BlackRock where she was Associate, Wealth and Institutional Sales for Central Eastern Europe.
- **Degroof Petercam Asset Management** has promoted **Yves Ceelen** from CIO Global Balanced to **Co-Chief Executive Officer**, alongside Peter De Coensel.
- **Ecofin US Renewables Infrastructure Trust plc** has appointed **Nancy Johnson** as **Director** of the company with immediate effect.
- **Fidelity International** has appointed **Samantha Ricciardi** as **Head of EMEA**, effective March 2026. Formerly, Samantha was Chief Executive Officer at Santander Asset Management. Additionally, **Graham Folley** has joined as **Head of MPS and Intermediary Solutions** from Quilter where he was Head of Business Development & Discretionary Sales.
- **Franklin Templeton's** Head of Global Long Term Unconstrained Equities, Senior Portfolio Manager, **Zehrid Osmani**, and portfolio managers, **Yulia Hofstede** and **Robbie McNab** have **left** the firm.
- **Hargreaves Lansdown** has appointed **Douglas Abbott** as **Chief Product Officer**. Formerly, Douglas was Head of UK Client Group at Vanguard.
- **Invesco Ltd** has appointed **Dasha Binert** as **Client Director for UK Insurance**. Formerly, Dasha was AVP, UK Insurance at Nuveen.
- **Keyridge Asset Management** has appointed **Campbell Fleming** as **Chair**. Campbell is also currently Deputy Chair of Ruffer.
- **KKR** has promoted **Daniel Valladares** from Director, Client Solutions Group to **Head of EMEA Consultant Relations**.
- **Literacy Capital plc** has appointed **Dawn Marriott** as **Independent Non-Executive Director**.
- **Muzinich & Co** has appointed **Jens Ernberg** as **Co-Head of US Private Debt Team**, **Matthew Bandini** as **Managing Director**, and **Rocco DelGuercio** as **Director of Finance**.
- **Nordea Asset Management** has appointed **Rachel Reutter** as **Global Equity Portfolio Manager, Sustainable Thematic Team**. Previously, Rachel was Fund Manager, UK Opportunities Fund at JO Hambro Capital Management. Additionally, **Kasper From Larsen** has joined as **Senior Portfolio Manager** from Danske Bank Asset Management where he was a Senior Portfolio Manager.
- **Nordea Life & Pension** has promoted **Maria Seim** from Head of Private, Executive Management to **Interim Chief Executive Officer**.
- **Parmenion's** Chief Investment Officer, **Peter Dalglish**, has **left** the firm.
- **Schroders Capital** has appointed **Sophie Florentin-Siu** as **UK Business Development Director of Private Debt and Alternative Credit**. Formerly, Sophie was Senior Vice President at PIMCO.
- **Schroders** has appointed **Tom Stephens** as **Head of Exchange-Traded Funds**. Formerly, Tom was Managing Director, International Head of ETF Capital Markets at JP Morgan Asset Management.
- **State Street Investment Management** has promoted **Matteo Andreetto** from Country Head of Italy to **Global Head of Nextgen BD and Digital Wealth** and **Marie-Anne Heeren** from Head of European

Institutional Business to **Head of Client Coverage Europe, EVP**.

- **Triton Partners** has appointed **Matthew Haimes** as **Head of Business Development, Marketing and Communications**. Formerly, Matthew was Partner at Mercury Capital Advisors.
- **UBS Asset Management** has appointed **Sonja Laud** as **Head of Asset Management EMEA** and to **Co-Head of Investment Business** in July 2026 alongside current Head of Investments, **Barry Gill**. Formerly, Sonja was Chief Investment Officer at Legal & General Asset Management.
- **Veritas** has appointed **Elina Fogelholm** as **Chief Executive Officer**. Formerly, Elina was Head of Business Customers Finland at Danske Bank.
- **Vontobel's Georg von Wattenwyl** and **Charles Karila** have been promoted to **joint leadership of Structure Solutions and Treasury**, succeeding **Otto Huber**, who is **leaving** the firm. Additionally, **Ella Smith** has joined as **Intermediary Client Sales Director**.



The Team

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Valentine Thomas & Partners is a leading investment and wealth management executive search firm covering the EMEA markets.