

**Q4 2024**  
**Fixed Income**  
**People Moves**  
**EMEA**

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# Overview & Gender Comparison

## Overview

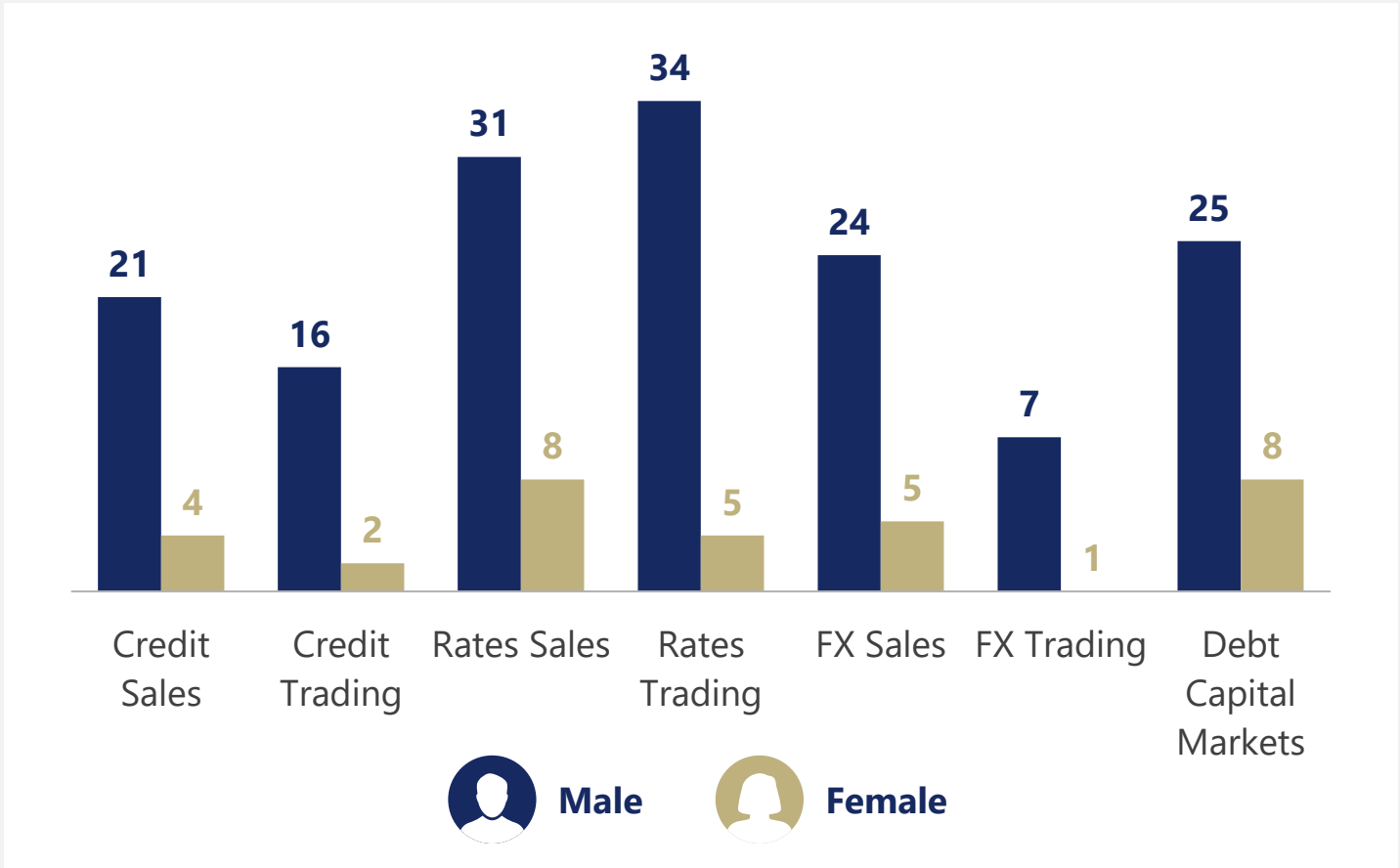
At Eton Clarke, we specialise in creating detailed, up-to-date talent pool maps with insights into team structures, personnel, and seniority across global banks. We provide research-based advice on gender diversity, compensation, and market trends to support informed hiring decisions.

### This quarter's most recent talent pool updates:

- FX & Rates Sales – UK Sponsors
- Corporate Derivative Sales– Germany
- Inflation Trader
- UK Flow Rates Sales
- Italy Rates Sales
- German Credit Sales
- EUR Financials Credit Trading

Get in touch at [enquiries@etonclarke.com](mailto:enquiries@etonclarke.com) to arrange a meeting and discuss how these insights can benefit your organisation.

## Gender Comparison for Hires in Q4



# Credit Sales

Name	Title	Leaving / Most Recent	Joining	Location
William Zeitlin	French Credit Sales	Morgan Stanley	Deutsche Bank	Paris
Jonathan Margolius	EM Sales	Vantage Capital Markets	Rand Merchant Banks	London
Sam Malins	UK Credit Sales	RBC	Morgan Stanley	London
Kyra Guerrida	Head of Frabelux Credit Sales	Unicredit	Credit Agricole	Paris
Cedric Barbier	EM Fixed Income Sales	Nomura	StoneX Group	London
Greg Evans	European Fixed Income	Morgan Stanley	Stifel	London
Marco Pasinetti	Italian Credit Sales	Mediobanca	Jefferies	Milan
Thomas Levy	EM Fixed Income Sales	Novate Global Markets	UBS	London
Francesco De Benedittis	Credit Sales	Morgan Stanley	Barclays	Milan
Henning Tiel	Structured Solutions Sales	Credit Suisse	Commerzbank	Frankfurt
Maria Line Farhat	German Credit Sales	BNP Paribas	Morgan Stanley	Frankfurt

# Credit Sales

Name	Title	Leaving / Most Recent	Joining	Location
Andres Alejandro Virseda	Fixed Income Sales	BNP Paribas	Nomura	Frankfurt
Mert Kisacik	Cross Asset Sales	Morgan Stanley	KNG Securities	London
Dirave Amrutlal	Credit Trader	Novate Global Markets	Just Group	London
Cagri Kutman	FICC Sales	KNG Securities	ICBC Standard	London
Karim Sambrana	Leveraged Finance Sales	Davy	Oppenheimer	London
Joe Sayers	Leveraged Credit Sales	RBC	Stifel	London
Christopher Cappuccini	Credit Sales	Capital Four	BNP Paribas	Copenhagen
Petter Ravn Dossland	High Yield Sales	Kraft Fondene	Danske Bank	Oslo
Federico Barberis	Fixed Income Sales	Kepler Cheuvreux	Commerzbank AG	London
Rene Estavia	Fixed Income Sales	Santander	MUFG Securities	London
Hans Henrik Duus	Credit Sales	Danske Bank	Nykredit	Copenhagen



# Credit Trading

Name	Title	Leaving / Most Recent	Joining	Location
Adam Farmer	EM Credit Trading	Barclays	Rand Merchant Bank	London
Joseph Kerkor	EM Credit Trading	BNP Paribas	Barclays	London
Rory Stack	Credit Trading	Deutsche Bank	Centiva Capital	London
Thierry Lavoix	Credit Trading	Credit Agricole	Santander	London
Lawrence Xu	Financials Trading	Goldman Sachs	HSBC	London
Mengxiao Liu	Credit Trading	Barclays	Deutsche Bank	London
Damien Durant	Financials Trading	Barclays	HSBC	London
Joshua Collins	Financials Trading	Morgan Stanley	Bank of America	London
Robel Embaie	Leverage Loans Trading	Morgan Stanley	Barclays	London
Daniel Sbrocca	MENA Credit Trading	MUFG	ICBC	London
Cary Eggleston	EM Credit Trading	Canaccord Genuity	StoneX Group	London

# Credit Trading

Name	Title	Leaving / Most Recent	Joining	Location
Tina Gandhi	EM Credit Trading	Muzinich & Co	Ninety One	London
Hind Benaim	Leveraged Loan Trading	NatWest Markets	Morgan Stanley	London
Jonathan Connor	EUR IG Corps Trading	HSBC	Societe Generale	London
John Levy	EUR IG Corps Trading	Societe Generale	J.P. Morgan	Paris
Gilles Schepens	EUR IG Corps Trading	Societe Generale	Barclays	London
Abigail Cheesman	Credit Trading	UBS	J.P. Morgan	London
Alexandre Dubois	Credit Trading	ING	Credit Agricole	London



# Interest Rates Sales

Name	Title	Leaving / Most Recent	Joining	Location
Eleanor Singer	Rates Sales	RBC	BMO	London
Sylvia Wang	Hedge Fund Rates Sales	Citi	Barclays	London
Ajay Kapoor	Rates Sales	Caventor Capital	Natixis	London
Luke Presant-Collins	Rates Sales	BBVA	BNP Paribas	London
Finlay McBrearty	Rates Sales	MUFG	BNP Paribas	London
Richard Watson	Hedge Fund Rates Sales	Barclays	Morgan Stanley	London
Amarjit Matharu	Rates Sales	HSBC	Morgan Stanley	London
Alison Wainscot	UK Rates Sales	Santander	Deutsche Bank	London
Eduard Anguera Sugranes	E-FICC Sales	BNP Paribas	J.P.Morgan	Paris
Diego Molteni	Rates Sales EMEA	UniCredit	Mizuho	Frankfurt
Miguel De Bie	Netherlands Institutional Sales	Commonwealth Bank	Natixis	Paris

# Interest Rates Sales

Name	Title	Leaving / Most Recent	Joining	Location
Hali Rizvani	Rates Sales	BNP Paribas	Deutsche Bank	Frankfurt
Friedbert Mueller	Rates Sales EMEA	ABM Amro	Mizuho	Frankfurt
Nelly El Hassani	Fixed Income Sales	HSBC	BMO	Paris
Emil Sjontoft	Rates Sales	Barclays	Danske Bank	Copenhagen
Abla Sdigui	Rates Sales	Goldman Sachs	HSBC	Paris
Andreas Gonzalez De Comiges	Head of Sales for Iberia Markets	Santander	Citi	Madrid
Ghassen Raies	Solution Sales	Barclays	Standard Chartered Bank	Paris
Javier Quiros	Head of Solutions Sales Spain	Barclays	Nomura	Madrid
Shasa Passingham	Institutional Fixed Income Sales	Bloomberg	Nord/LB	Hannover
Debanjan Chaki	EM Macro Sales	Canventor Capital	Barclays	London
Hendrik Schuster	Junior FICC Sales	ABN Amro	SEB	Frankfurt

# Interest Rates Sales

Name	Title	Leaving / Most Recent	Joining	Location
Basil Rennias	Head Corporate Solution	ABSA Group	Citi	London
David Jachan	Derivative Solutions Marketing	Firs Abu Dhabi Bank	SMBC	Dubai
Sebastien Rowson	Financial markets Corporate Sales	Unicredit	Commerzbank	Munich
Natalie Groh	Derivative Risk Solutions	Unicredit	Mizuho	London
Milos Ilic	Corporate Sales	BNP Paribas	Morgan Stanley	Paris
Wahib Rahmouni	Solutions – Managing Director	First Abu Dhabi Bank	Bank of America	Dubai
Andrea Crispino	Corporate Sales Solutions	Moneyfarm	HSBC	Lombardy
Jan Phillip Schuett	Rates Sales	Prime Capital AG	Intesa Sanpaolo	London
Rafic Assaf	Financial Markets Solutions	Abu Dhabi Commercial Bank	Abu Dhabi Commercial Bank	Dubai
Ahmed El Bahey	Head Capital Market Sales	Ahli United Bank	Credit Agricole	Cairo
Matthew Cornes	Swiss Rates Sales	MUFG Trust	Natixis	London

# Interest Rates Sales

Name	Title	Leaving / Most Recent	Joining	Location
Mathias Hojlund	Fixed Income Sales	Solstra	SEB	Copenhagen
Marcus Avall	Head of Nordic Rates Sales	Barclays	Natwest	London
Daniel Belissa	Rates Sales	BMO	BBVA	Paris
Meryl Koskas	Head of Nordic Rates Sales	Goldman Sachs	Bank of America	Paris
Martin Moeller	Head of Treasury	Deutsche Bank	Schwarz Corporate Solutions	Frankfurt
Marija Milovanovic	Fixed Income Sales	Deka Investment	Commerzbank	Frankfurt

# Interest Rates Trading

Name	Title	Leaving / Most Recent	Joining	Location
Franck Khalifat	CEE Rates Trading	Bank of America	Standard Chartered	Paris
James Spencer	EM Rates Trader	Barclays	GIC	London
Issac Dayan	EM Rates Trader	Goldman Sachs	Citi	Israel
Arman Jena	EM Rates Trader	BNP Paribas	HSBC	London
Daniel Vaz	CEMEA Rates Trader	Verition Fund Management	BNP Paribas	London
Inder Ghattaura	USD Rates Trader	Natwest	Morgan Stanley	London
Luigi Nocita	Rates Swaps Trader	Natwest	Morgan Stanley	London
Dilan Hirani	GBP rates Trader	HSBC	Morgan Stanley	London
Olek Gajowniczek	Portfolio Manager	Nomura	Balyasny Asset Management	London
Guilhem Bonnieu	Rates Trader	Goldman Sachs	Morgan Stanley	Paris
Taketo Okubo	Fixed Income Trader	Mizuho	Morgan Stanley	London

# Interest Rates Trading

Name	Title	Leaving / Most Recent	Joining	Location
Carl O'Donoghue	GBP Rates Trader	UBS	Santander	London
Philippe Guisset	Inflation Trader	BNP Paribas	Nomura	London
Aymen Kalboussi	Head of European Inflation Trading	HSBC	BBVA	Madrid
Yiyi Zou	Inflation Trader	BNP Paribas	UBS	London
Nicolo Marini	EGB Trader	BNP Paribas	Barclays	Paris
Yuchen Sun	Senior Analyst	Barclays	Balyasny	London
Jamie Park	Rates Trader	Nationwide Building Society	National Bank of Canada	London
Kamil Amin	Global Macro	UBS	Millennium	London
Nikita Patrushev	EGBs Periphery Trader	Nomura	Morgan Stanley	London
Luke Lilley	SSA Trader	RBC	Morgan Stanley	London
Brage Andreas Ofstad	STIR Trader	Danske Bank	Barclays	London

# Interest Rates Trading

Name	Title	Leaving / Most Recent	Joining	Location
Omur Ozcan	EM Trader	HSBC	Bank of America	London
Nicolo Melacarne	Rates Options Trader	ABN Amro	Rabobank	London
Mark Craggs	Rates Options Trader	Bank of America	ANZ	London
Jonathan Pope	Portfolio Manager	J.P.Morgan	Ucapital Asset Magement	London
Emanuela Hila	STIR Sales Trader	SFI Markets	Rabobank	Utrecht
Chloé Colomina Frances	XVA Trader	Société Générale	Rabobank	Utrecht
Eunice Zhu	XVA Trader	SMBC Nikko	HSBC	London
Felix Florens Grammel	XVA Trader	Morgan Stanley	DZ Bank AG	London
Timmy Elenjical	EM Markets Trader	J.P.Morgan	Bank of America	London
Addison Roberts	GBP Swaps Trader	Bank of America	Goldman Sachs	London
Alberto Ronchetti	Head of EGB Trading	Deutsche Bank	BNP Paribas	London

# Interest Rates Trading

Name	Title	Leaving / Most Recent	Joining	Location
Nicholas Ostime	EGB Trader	Barclays	HSBC	London
Rocio Fernandez Garcia	EGB Trader	Bankinter	Intesa Sanpaolo	Milan
Mehdi Taitai	Inflation Trader	BNP Paribas	Deutsche Bank	London
Esther Ng Soong Ling	EGB Trader	NatWest	Mizuho	London
Aditya Singh	Macro PM	Goldman Sachs	Balyasny Asset Management	London
Luke Ryan	Trader	Morgan Stanley	DRW	London



# Foreign Exchange Sales

Name	Title	Leaving / Most Recent	Joining	Location
Alessandra Marson	Head of Italian Corporate FX	Societe Generale	Citi	Italy
Aldo Grillo	Investment Banking Structured Finance	JP Morgan	Goldman Sachs	London
Jasmine Sidwell	FX Sales & Execution	Deutsche Bank	JB Drax Honore	London
Carson DeCoster	Macro Derivative Sales	Wells Fargo	Goldman Sachs	London
Yannik Ehlert	FX & IR Derivative Sales	Goldman Sachs	NordLB	Hannover
Fabio Fornasri	Corporate Sales	BNP Paribas	Santander	Paris
Alejandro Blanco Vicente	FX Corporate Sales	Admiral Markets Group	Hamilton Court	Madrid
Angel Tapia	FX Derivatives Dealer	Banco Sabadell	Hamilton Court	Barcelona
Amedeo Ferri-Ricchi	Global Head FX & Interest Rates	JB Drax Honore	Marex	London
Justin McCartney	FX Sales	Fidelity International	UBS	London
Fabian Uhl	Strategic FX Sales	J.P. Morgan	Deutsche Bank	Frankfurt

# Foreign Exchange Sales

Name	Title	Leaving / Most Recent	Joining	Location
Julian Bua Voces	FX EM Macro Sales	HSBC	Morgan Stanley	Paris
Sasa Vrhovac	Institutional FX Sales	Universal Investment	State Street	Frankfurt
Andriana Goudis	Private Capital	Investec	Acuity Knowledge Partners	London
Alberto Rubio Tora	FX Sales	Deloitte	CaixaBank	Madrid
Lilja Korpi	FX Sales	Nordea	SEB	Helsinki
Seyda Saribiyik Kisas	Corporate FX Sales & Solutions	Doha Bank	Citi	Istanbul
Joe Benson	FX Sales	LSEG	UBS	London
Michael Lister	FX Sales	BNP Paribas	Citi	London
Hakan Veran	FX & IR Sales	ODDO BHF	Commerzbank	Frankfurt
Jason Green	Global Macro Sales	Morgan Stanley	BNP Paribas	London
James Roulston	FX Institutional Sales	NatWest	MUFG	London

# Foreign Exchange Sales

Name	Title	Leaving / Most Recent	Joining	Location
Raffael Willi	Corporate Sales	Societe Generale	Credit Agricole	Frankfurt
John Lister Walbey	Client Solution Director	Wells Fargo	TreasurySpring	London
Lennart Becker	FX Sales	BNP Paribas	Citi	Frankfurt
Viktor Bohm	Corporate Sales Rates & FX	SEB	DNB Markets	Stockholm
Gary Dhami	Macro Sales	Standard Chartered	DeepWell Liquidity Management	London
Sam Dastani	FX Sales	Handelsbanken	Swedbank	Stockholm
Ted Niblett	Cross-Asset Sales	Investec	Alpha Group	London

# Foreign Exchange Trading

Name	Title	Leaving / Most Recent	Joining	Location
Massimiliano Radi	Portfolio Manager	DRW Trading Group	Capula Investment Management	London
Andrew Bown	FX Options Trader	Deutsche Bank	Wells Fargo	London
Finlay Hind	EM FX Options Trader	Nomura	Morgan Stanley	London
Tsungai Mugabe	Trader	HSBC	Portfino Technologies	London
Matt Tembey	Portfolio Manager	Standard Chartered	Rokos Capital Management	London
James Ludlam	FX Sales Trader	Aurel Partners	Caventor Capital	London
Kirsten Lovell	Senior FX Trader	Deutsche Bank	Bank of China	London
Dave Leigh	Co-Head of FX and EM	Deutsche Bank	Nomura	London

# Debt Capital Markets

Name	Title	Leaving / Most Recent	Joining	Location
Luise Sante	DCM - Analyst	N/A	BBVA	Madrid
Matteo Segnalini	FIG DCM Syndicate	NatWest	BMO	Paris
Daniel Banh	Capital Markets	Citi	BlackRock	London
Gianluca Vernia	DCM Institution Syndication	UniCredit	Intesa Sanpaolo	Milano
Tristan Steinkamp	DCM	BNP Paribas	Bank of America	Frankfurt
Amali Egea	DCM Origination	Goldman Sachs	Morgan Stanley	London
Tomas Alfonso	DCM	Finalbion	Banco Sabadell	Madrid
Johannes Ermel	DCM Origination & Syndication	LfA Foerderbank Bayern	NORD/LB	Hannover
Nico Knuth	DCM FIG & SSA	Sparkasse	LBBW	Stuggart
Philippe Mailotte	DCM & Acquisition Finance	Santander	JP Morgan	London
Jonathan Ward	FIG DCM	Deutsche Bank	Goldman Sachs	London

# Debt Capital Markets

Name	Title	Leaving / Most Recent	Joining	Location
Carole Ly-Marin	DCM Originator	RBC	BMO	Paris
Marcus Räisänen	DCM High Yield Origination	Telia	SEB	Stockholm
Ryan Mahiout	DCM	Natixis	Societe Generale	Frankfurt
Jacob Wittstroem	DCM Originator FIG	SEB	BNP Paribas	Stockholm
Jack Smith	Leveraged Capital Markets	AIB	Commerzbank	London
Pierre Thomas	DCM SSA Originator	BNP Paribas	La Banque Postal	Paris
Mael Roujas	DCM	Clairfield Internation	UniCredit	Paris
Thomas Watson	DCM - EM Bond Syndicate	JP Morgan	Intesa Sanpaolo	London
Dean Shahfar	UK FI DCM	NatWest	Credit Agricole	London
Hemsan Newaj	DCM – FIG/SSA	Societe Bank	Deutsche Bank	Paris
Ibrahim Mehdizade	DCM – Sustainable Markets	ABN AMBRO Bank	ING	Amsterdam

# Debt Capital Markets

Name	Title	Leaving / Most Recent	Joining	Location
Sophie Ndoye	DCM - CEEMEA	International Finance Corporation	Societe Generale	Paris
Gerrit Minkus	Corporate DCM Origination	Commerzbank	SMBC	Frankfurt
Diane Stephanie Ngoma	SSA DCM Originator	Morgan Stanley	Nomura	London
Charles Shortland	FIG Syndicate	Milele Energy	Scotiabank	London
Eugenio Parisi	Corporate DCM Origination	Santander	ABN Ambro	London
Simone Wegscheider	Head of Debt Capital Markets DACH	HSBC	SMBC	Frankfurt
Alexander Eysselein	SSA Sydicate	MUFG	Goldman Sachs	London
Ingvill Tollman Fosse	Sustainable Finance Specialist	Sopra Steria	Handelsbanken	Oslo
Charlotte Walker Prosser	DCM	Houlihan Lokey	Wells Fargo	London
Nushaira Shaan	DCM	NatWest	Goldman Sachs	London
Viktor Nossenko	DCM Syndicate FIG	BMW Group	Commerzbank	Frankfurt

# Contact Us

Get in touch to have a confidential discussion with one of our consultants regarding your recruitment needs;



**London Office:** 207 Regent Street, London, W1B 3HH



T: (+44) 203 576 1000



E: [london@etonclarke.com](mailto:london@etonclarke.com)

