



# Hannah Wilcock

ASSOCIATE DIRECTOR, MARKETING AND  
CLIENT RELATIONS

ATTRACTING AND RETAINING KEY TALENT



**Hannah Wilcock**, Associate  
Director, Marketing and  
Client Relations

## Background

ICG are a diversified global alternative asset manager, founded in 1989 investing across a number of different strategies, including private equity, private and public debt, real estate and infrastructure. They have a strong entrepreneurial culture which is collaborative, solutions-orientated, ambitious and driven. With integrity at its core, the firm encourages new ideas while also taking a considered approach.

As a fast-growing firm, ICG was keen to broaden its access to talent and increase the representation of women in the firm. They look for highly-skilled, talent to help innovate and deliver for their fund investors, shareholders and people.



**Antje Hensel-Roth**,  
Partner

Attuned to the business case for diversity and the need to do more, Executive Board Director, Antje Hensel-Roth and Head of HR Business Partnering, Gill Freeman-Smith approached The Return Hub as part of their commitment to Diversity & Inclusion. ICG identified one particular role which they wanted to ring fence. They were looking for a candidate with product expertise who would support and develop into a marketing and client relations role.

Hannah Wilcock was returning to work after a 7-year planned career break from JP Morgan in equity sales. Having enjoyed a successful career at JP Morgan in equity sales, she missed the industry and the daily interaction of her career. Her aim was always to return to financial services after her break and she remained up-to-date with her sector via her network, reading the financial press every day and actively trading her own portfolio. When she started to look for a role, she registered with The Return Hub

Hanna joined ICG during lockdown and had to navigate some challenging situations, but ICG provided good training. "As this was a new type of role for me, I had to put my hand up and ask silly questions. I used to love relationship building in my previous role and I leveraged that skill set. I picked up the phone as much as possible and when the office opened up between lockdowns, I went in to put some faces to names."

### ICG CONTINUED

From beginning to end the process took just over a month to reach offer stage. A shortlist of 8 highly impressive and skilled individuals was presented over a 2-week period and 5 were brought back to interview. To complement the interview process, all candidates had free access to career development tools, and coaching options via The Career Academy (a digital career development platform provided by The Return Hub).

**“Hannah serves as a fantastic case study demonstrating both internally and externally the success that can be achieved with this deliberate approach to finding gender diverse talent. She is an excellent role model for others to aspire to and will no doubt be part of our overall strategic intentions to diversify the culture of our organisation”.**

Antje Hensel-Roth, Partner

In her first year, Hannah exceeded expectations, receiving the ‘sprinter’ award for her ability to so quickly ‘get up to speed’. Not long after joining (and during the pandemic), she took efficient charge of a fundraiser, taking it to its successful conclusion and helping to exceed the set targets. She built strong relationships with internal stakeholders across the firm and her previous professional and personal experience combined gave her a solid understanding of what was necessary to be successful in her role.

### Job Share

Hannah now works Mondays, Tuesdays and Wednesday half day sharing the role with an existing ICG colleague who wanted an opportunity to expand their knowledge set. This has created an ideal situation where the team benefits from the extra skills brought by the job share. Hannah can continue progressing her City Career whilst also having the required space to balance her family.

### What helps to make a good Job Share?

#### Good communication:

- Hannah and her Team have a regular team meeting once a week to cover off priorities.
- Hannah and her job sharer have a thorough overlap handover mid-week where they outline clear tasks and targets. Doing this in person is helpful but not essential.

### Chemistry

- Sharing with someone who has similar attitudes, expectations, mind set and complementary skills helps to secure a successful partnership. Both Hannah and her job sharer have a growth mindset and a drive to develop professionally.