

**NOMURA**

# Sponsoring Change

TALENT LED HIRING



**Ella Chalfon, Managing Director, Sustainable Finance, Nomura**



**Nicole Semaan, Senior Relationship Manager, EMEA, Nomura**

**Sponsored by the Global Head of HR for Wholesale, Nomura takes a talent led approach to their diverse hiring. Running parallel to their usual talent acquisition strategy, their recruitment team partner with The Return Hub acting as a conduit between business needs and The Return Hub’s talent pool. This partnership has yielded notable successes.**

London Business School graduate Ella Chalfon had a prestigious career in a global bank working in M&A and reputation risk before setting up her own sustainable finance consultancy. When she was considering a move back to the corporate world, she joined The Return Hub who introduced her to Nomura. Seeing Ella’s potential, Nomura were able to identify a position specifically for her in sustainable finance and ESG. Two and half years later, Ella has now been promoted to MD.

Following an MBA, and a highly successful career in FIG M&A, Nicole Semaan took a planned career break to take care of her 3 children. During her 12 year break she also expanded her skills in a variety of ways including volunteering as a member of an Executive Committee in Education and interning as a Cordon Bleu Pastry Chef. When seeking to move back into financial services, she contacted The Return Hub and was subsequently placed as a Relationship Manager at Nomura.



### NOMURA CONTINUED

**“The knowledge comes back very, very quickly. I’ve always worked exceptionally hard and without wishing to brag, I am confident in my professional knowledge and skills. It did not take me long to get back up to speed. At the start of my career, I rapidly rose through the ranks reaching Director level and I have retained the knowledge from that time. My experiences away from financial services only served to enhance and improve my existing skills. When I trained as a pastry chef during my break for example, the environment demanded perfection – the culture is tough and hierarchical. There are 5.30am starts and no room for error. Among other things, you need to be resilient and have an eye for detail and I am someone who has always risen to a challenge.”**

Nicole Semaan

**“The knowledge comes back very, very quickly.”**

NICOLE SEMAAN, PLACED INTO NOMURA AS SENIOR RELATIONSHIP MANAGER, EMEA FOLLOWING A 12 YEAR CAREER BREAK

Both Ella and Nicole use their experiences to help influence others both internally and externally though speaking at events and mentoring others. Nicole is a member of the Gender Balance Network, one of Nomura’s Inclusion Networks and most recently helped to educate others around the topic of hiring returners.

**“As a member of The Return Hub (TRH), we have continual visibility of highly-qualified, relevant, gender diverse, candidates that would otherwise be very difficult to find.”**

CAREN GRAY, GLOBAL HEAD OF HUMAN RESOURCES, WHOLESALE DIVISION, NOMURA