
**Life
At
Jupiter**



Your story starts here.

Our business is powered by our people. Their independence of thought, decisive decision-making, creativity, and proactive approach to investment defines who we are as a business, and the impact we have on our clients and stakeholders.

But what makes us different is how we do it.

Life at Jupiter

Working at Jupiter, you'll find an attractive benefits package, an inspiring culture, and a commitment to your development.

A place to make an impact

Independence of thought and individual accountability are at the core of what makes Jupiter an attractive home for talent. The size and scale of Jupiter's business means that, whatever your role, you'll have an opportunity to really make an impact here. We're entrepreneurial and actively empower our employees to take initiative to improve, refine or redesign processes, without the constraints and roadblocks you may encounter in larger firms.

We have a global footprint, but we are a close-knit team, and we have plenty of ways to come together and build relationships. Whether in person through working together, learning events, socials or employee networks, or virtually through our intranet, connections are built every day.

Flexible working

We have been clear and consistent on our approach to flexible working since 2020, and our hybrid 'three together' approach brings us together for collaboration and connection in the office regularly with up to two days working from home per week. Tuesdays and Thursdays are designated as in-office days to ensure we have ample opportunities for in person interactions and team collaboration.

As a firm, we recognise that our colleagues have lives outside of the office and we take work life balance seriously - whether it's attending a sports day or making time for the gym. We trust our employees to manage their workload and accommodate additional flexibility where it's needed.

Rewarding you

Our reward framework is designed to attract, motivate and retain talent. It creates a tangible link between performance and compensation, while ensuring that our people's interests are aligned with those of our clients.

Beyond a competitive salary, discretionary bonus, and highly attractive flexible benefits offering, we have a peer recognition scheme with a monthly monetary award for colleagues who make us 'Proud@Jupiter' – recognising those who go above and beyond.

We also invest in our talent through long term incentives like share grants, including an annual 'CEO Award' for those who have delivered exceptional outcomes for the business during the year. We continue to offer all employees free shares annually, as well as providing attractive ways to invest in Jupiter's future through tax efficient employee share schemes.

Belonging at Jupiter

Diversity of thought, experience and perspectives has long underpinned our high-conviction investment approach and is fundamental to how we think. Inclusion and belonging are a key part of life at Jupiter, and we have stretching targets to make sure we're holding ourselves to account.

We are actively involved in several industry initiatives at any point, including early years schemes such as Investment 20/20, GAIN, and Diversity Project's Pathway programme. We also work with organisations such as CityHive, Return Hub and LGBT Great to ensure we are attracting talent from the most diverse pools possible.

But don't take our word for it. Here's what some of our people have to say:

"I like that there is a real enthusiasm of collaboration between departments – people want to help, or understand, or develop, and will actively make themselves available to do so."

Business Change Manager

"We're willing to try new things meaning no idea is ever off the table – which creates a dynamic and interesting place to work."

Senior Product Structuring Manager

"What has kept me at Jupiter for nearly 7 years is the people and quality of work! The energising culture and collaborative engagement from colleagues is a rare quality in a company and that's what keeps me engaged and happy to be at Jupiter."

Senior Legal Counsel



FAQ

Now, let's dive into some of the most frequently asked questions from our candidates:

How will Jupiter support my career?

We're invested in your growth. If you reach your potential, then we will too. The size of our business allows us to be agile and creative in how we support you to seize new opportunities that align with your ambitions. We have an extensive Learning & Development offer and actively support internal career moves.

At Jupiter, you design your career, and we provide the support for your journey.

How do your people's views shape progress?

Hearing from our people is important – our regular pulse surveys allow employees to share their thoughts on everything from our business strategy to our office environment. Our Employee Representative Forum, 'Connections', and our DE&I Networks have direct influence on what we deliver – in 2024 this has included a burst mentoring programme, enhanced training for our Investment Analysts, and a new support network for Working Parents.

We've also integrated 360 feedback into our performance review process. This enables continuous peer-to-peer feedback, which fosters a culture of open communication and ongoing improvement.

Your voice matters to us, and we're committed to listening.

How does Jupiter create an inclusive environment for employees?

We celebrate and support diversity through our company Networks. These groups are dedicated to creating

inclusive spaces and initiatives that champion equity and diversity. In December 2024, 86% of people responded positively to the question 'I feel able to be myself at work'.

But we haven't stopped there. We're also committed to effecting change within the industry. We have partnered with Investment 20/20 for over ten years, which gives industry access to young people based on potential, not background or experience. We're signatories of the Women in Finance Charter and are longstanding contributors to the Diversity Project, the industry body championing progress within investments and asset management. When it comes to Recruitment, we also work with GAIN and Return Hub (amongst other organisations) to ensure we hire from the most diverse talent pool possible. In 2024, over 40% of external hires made were female.

How often will I hear from the CEO?

More often than you think! Matt Beesley shares regular updates that keep you informed about business performance and upcoming highlights. These short updates really give an insight into what's going on. Matt also hosts Matt Meets, a series of informal chats with colleagues about their roles, aspirations, and answers any questions they might have. It's a great opportunity for direct dialogue with our CEO.

In what ways does the company give back to the community?

At Jupiter, we are dedicated to making a positive impact on the community. All employees have five paid leave days each year to volunteer and support local or chosen charities, including Little Village and the Cardinal Hume Centre.

We also double match charity donations up to £1,500 every year, and cover the administration fees, ensuring that the full amount of your donation goes directly to your chosen charity.

Jupiter's approach to community engagement is holistic, ensuring that our contributions are meaningful and have a lasting impact. We're proud to support the charities our people care about, and we're committed to being a force for good in the communities we serve.

We also have several annual partnerships, including a 'financial education' initiative launched in November 2022 to help young people from low-income backgrounds learn about finance management and network with industry professionals. We've supported over 100 young people since the start of this partnership.

What's the social life like?

Jupiter's social scene extends beyond the occasional after-work drink.

We have an active social committee that pride themselves in organising exciting and inclusive social events. From sports and sponsored events to speaker engagements, our table tennis championship and the highly anticipated annual children's Christmas party, there's always something to look forward to throughout the year.

Beyond this, Jupiter is home to a variety of networks that celebrate gender, ethnicity, race, faith, and neurodiversity. Each network, led by dedicated chairs, receives equal funding to support their initiatives, including their own lineup of events.

Whether you're looking to network, celebrate, or simply have fun, Jupiter's social calendar is full of opportunities to engage and enjoy.

Our cultural pillars

Our cultural pillars underpin how we work with clients and each other every day:



We put clients first

A passionate focus on serving our clients and a goal to deliver superior performance after fees is central to why we exist.



We value our people

Independence of thought and individual accountability define us. We believe that diversity and the freedom to think and act differently will set us apart.



We challenge ourselves

We thrive on open debate, feedback and continuous improvement.



We succeed together

Only by working together as one team can we meet our individual and business goals.

Our cultural pillars are at the heart of how we work at Jupiter – from how we recognise and reward our people, to how we give feedback, they've even informed how we've designed our office.

When we asked our people to capture the essence of Jupiter in one word, they said: Progress, Collaborative, Energising, and Trust.

