

## Careers

**Throughout its history, Carmignac has recruited highly engaged employees. We are a family business with a human touch and a strong culture.**

[Submit a spontaneous application](#)

### A STRONG CULTURE

Maxime Carmignac highlights the four core values of the Carmignac culture.

We are not looking for a specific school or a mindset and potential. We want agility, we v

### OUR VALUES

#### Independence

The independence of Carmignac gives sense to what we do and inspires employees to actively participate and take ownership.

#### Accountability

We bring our speech in line with our actions members, and ourselves.

#### Team Spirit

Our strength is a result of the combination of talents/skills/qualities of all employees. We stand together in all times.

#### Courage

We are confident to ensure we do what we b

### TRAINING & INDUCTION

In a competitive, ever-changing world, it is our duty to protect and enhance the employability of our staff. Our strong professional training programme enables us to provide our staff with the technical support they need to maintain their cutting-edge expertise and hone the interpersonal skills that are key to collective success.

In 2020 we organised 510 training initiatives in which 217 employees participated:

- 34.3% in the field of **personal development**
- 55.5% in **business expertise**
- 5.5% in **foreign languages**
- 4.7% devoted to **IT tools** and other topics

We have also established an onboarding process for new recruits:

- **Induction Day:** two days of meetings in Paris to learn about each of the firm's departments
- A six-month **induction programme** managed by HR

## INTERNAL MOBILITY

Internal mobility remains an area of development for our staff. We all have access to the Mobility Charter, which clearly defines the roles and rules for successful internal mobility.

Jessica Ralembotsirofo  
Performance Analyst

**Jessica is a Performance Analyst in the Data and Performance Management team. She joined Carmignac's Luxembourg branch in 2014 and now works in the London office.**

*"The performance analyst's role is to calculate and analyse the performance of each fund. This role requires a critical mindset since it is important to interpret and decipher each and every result. This analytical work enables the portfolio managers to assess the results of their investment decisions. I spent three months in Paris before taking up my position in Luxembourg, where I found a close-knit team with a wide range of profiles. This gave me a broader perspective and helped me to fully embrace the firm's culture and values. I have been based in London since September 2019. I believe that working for Carmignac has empowered me since it is an entrepreneurial firm that pushes us to challenge ourselves every day. The strong corporate culture transcends borders, from Luxembourg to London, to Paris."*

Aymeric Guedy  
Euro Fixed Income Analyst

**Aymeric is a Euro Fixed Income Analyst in the Euro Fixed Income team. He joined Carmignac Gestion in 2013 as a Product Specialist.**

*"Product Specialists are positioned between different departments (Investment Management, Marketing and Legal). They contribute to the communication on products, from the design to the launch. From 2013 to 2018, I worked closely with the Investment team to develop the philosophy of the funds. With the development of new products, the needs of the Portfolio Management team changed. This move took place gradually, after a lot of time. I appreciate at Carmignac. It paves the way for the development of new skills."*

## LIFE AT CARMIGNAC



The men and women who work for us remain our most valuable assets. It is our duty to create a work environment within which they can develop and flourish.

Every year, all of our employees get together in Paris for a **sports challenge**.

Every two years, we hold a **Leadership Seminar** during which the firm's most experienced staff exchange ideas and reflect on the firm's future and strategy.

Every two years, we arrange a **weekend** teambuilding exercise, which is an opportunity to bond over the firm's shared values during a joint activity.

Every year, we organise a **concert** for our clients, with whom we share a love of music.

## OPEN POSITIONS

Job Title	Contract	Location	Job Description
Distribution Executive	Permanent	Luxembourg	<a href="#">Download the Job Description</a>

[Apply for a job offer](#)



PDF

Job applicant – Privacy policy

### Legal information

The information mentioned above may not be reproduced, in whole or in part, without prior authorisation from the management company. The information may be partial information, and may be modified without prior notice. This page was prepared by Carmignac Gestion and/or Carmignac Gestion Luxembourg and is being distributed in the UK by Carmignac Gestion Luxembourg UK Branch (Registered in England and Wales with number FC031103, CSSF agreement of 10/06/2013).