



Welcome to our April Snapshot. In this month's offering we will take a look at :

### "Great Expectations"

#### How EDM technology is used in the Buy side Financial Markets

### "From the Front Line"

#### Are You Sabotaging your Own Hiring Process?

### "Just for You"

#### Additional Services

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## Great Expectations

### How is EDM technology used in the Buy side Financial Markets

At James Monroe we were delighted a few days ago to discuss an exec search assignment for a senior hire. It was the first such discussion we have had this year within EDM. So just how relevant is it today?

Enterprise Data Management (EDM) remains highly relevant in buy-side markets today, perhaps even more so than in the past, due to increasing regulatory complexity, demand for data-driven investment strategies, and the proliferation of data sources. Here's a breakdown of its current relevance:

#### 1. Centralised Data Storage ("Golden Source")

##### Problem:

Buy-side firms deal with huge volumes of data from multiple sources: market data vendors (Bloomberg, Refinitiv), custodians, brokers, internal research, etc.

##### EDM Solution:

EDM platforms centralize and clean this data into a single source of truth (golden copy) — so portfolio managers, risk managers, and operations are working off consistent and reliable data. **Example:** A portfolio manager can trust that the price, ratings, and corporate actions data is accurate when analysing portfolios.

#### 2. Data Quality Management

##### Problem:

Inconsistent, missing, or incorrect data can cause wrong trades, wrong valuations, failed compliance checks.

##### EDM Solution:

EDM systems automate data validation, enrichment, exception handling, and audit trails to ensure data quality. **Example:** If two sources provide different bond prices, EDM rules flag the discrepancy and either resolve it or escalate it.

#### 3. Regulatory Compliance and Reporting

##### Problem:

Regulations like MiFID II, Solvency II, Form PF, etc., demand highly accurate and timely reporting.

#### EDM Solution:

EDM platforms gather, validate, and prepare data for regulatory reports automatically. **Example:** An asset manager can generate a MiFID II transaction report with the correct identifiers (ISINs, LEIs) sourced from the EDM system.

### 4. Risk Management & Analytics

#### Problem:

Risk models (VaR, stress testing, scenario analysis) require accurate, timely data on exposures, market conditions, and instruments.

#### EDM Solution:

EDM ensures that risk engines get reliable feeds, reducing model risk. **Example:** Daily market data snapshots and historical time-series data feeding risk engines are validated and stored via EDM before being used in exposure calculations.

### 5. Operational Efficiency and Automation

#### Problem:

Manual data processing leads to errors, delays, and higher operational risk.

#### EDM Solution:

EDM platforms automate data ingestion, normalization, and distribution across front-, middle-, and back-office systems. **Example:** Automated security master updates from vendors eliminate manual entry into the portfolio management system.

### 6. Supporting Investment Strategies

#### Problem:

Advanced strategies (quantitative, ESG, alternative data-driven) need clean, complex data (like ESG ratings, satellite imagery, alternative metrics).

#### EDM Solution:

EDM platforms can manage and integrate traditional + alternative data sets for better investment insights.

**Example:** An ESG fund combines traditional financial data with third-party ESG scores managed through EDM for portfolio construction.

### EDM Vendors on the Buy Side:

- Markit EDM (now S&P Global)
- GoldenSource
- Rimes Technologies
- NeoXam
- SimCorp
- Eagle Investment Systems (BNY Mellon)
- Charles River Development

#### **In short:**

EDM is the “plumbing” that ensures data integrity, operational efficiency, and risk control on the buy side. Without strong EDM, a firm can't scale investments, respond quickly to market changes, or satisfy regulators properly.

If you would like to have a discussion about your company's needs (or indeed your own) with regards to EDM, do please reach out.

## From the Front Line

### Are You Sabotaging Your Own Hiring Process?

When you have an important vacancy to fill, it's natural to want to cover all bases. You might think that advertising the role yourself while also engaging a recruiter will maximise your chances of finding the right person quickly.

However, running both processes, side-by-side often causes more problems than it solves. In reality, it can confuse candidates, frustrate recruiters, waste your team's time, and even damage your reputation as an employer.

If you want to hire better and faster, you should commit to just one route: either using your own HR/staff network or working exclusively with one trusted recruiter. Here's why.



#### 1. You Risk Sending Mixed Messages to the Market

When you're advertising and a recruiter is searching at the same time, candidates can receive conflicting information about your vacancy – different job summaries, salary expectations, or timelines.

This inconsistency reflects badly on your brand. Candidates may question how well-organised you are internally and whether the opportunity is as appealing as it initially seemed.

By choosing one clear path, you control the messaging and ensure your business is presented consistently and professionally.

#### 2. You Set Yourself Up for Ownership Disputes

Imagine this: your HR team rejects a CV from an advert early in the process. Later, your recruiter – unaware of the earlier rejection – approaches the same candidate, who is now far more prepared and aligned to the role after guidance and preparation.

Now you're facing a dilemma: should you re-engage a candidate you've already rejected? Who introduced them first? Who deserves credit for the placement?

These ownership disputes can strain relationships and delay your hiring decision. Sticking to one route – either internal advertising or exclusive recruitment – avoids these unnecessary complications.

### 3. You Waste Time on Duplicate Applications

When multiple sources are active at once, you (or your HR team) must constantly cross-reference candidates, check timelines, manage duplicate CVs, and field conflicting claims.

This administrative burden slows down your hiring process — when your focus should be on interviewing and selecting the right person, not managing paperwork and politics.

### 4. You Risk Losing Your Recruiter's Full Commitment

Recruiters work hardest when they know you're committed to them exclusively. If they know you're also advertising and possibly working with others, they may prioritise clients who give them a genuine opportunity to invest their time and energy properly.

Without exclusivity, recruitment becomes a race to submit CVs first — not a thorough, strategic search for the right candidate. You lose out on quality and attention to detail.

### 5. You Create a Poor Candidate Experience

Today's best candidates expect a seamless, respectful recruitment journey. If they're contacted by different people about the same role or hear conflicting details, it damages their perception of your business.

Candidates may feel passed around or confused about who they are dealing with, and top talent — the very people you want to impress — may quickly lose interest.

Choosing one clear recruitment route ensures candidates feel valued, informed, and excited about joining your team.

### The Bottom Line for You

Running adverts and using a recruiter at the same time might seem like you're covering more ground — but it often leads to inefficiency, confusion, and missed opportunities.

You'll get far better results by committing to a single recruitment strategy:

- Either trust your HR team and staff network to run the process
- Or appoint one recruiter exclusively and treat them as a true partner

By choosing one path, you protect your brand, streamline your hiring, and dramatically increase your chances of securing the best candidate — before your competitors do.

### Just for You

#### Free Job Description Review

#### – Make Every Vacancy Work Harder for You

When you have a vacancy to fill, your job description is often the first thing a candidate will see — and it can make or break their decision to apply. Yet all too often, job descriptions are rushed, outdated, or simply don't reflect what the business really needs today.

That's why we're offering employers a free service to review and update your job descriptions whenever you have a vacancy.





## Why is this important?

### Attract the right candidates

A well-written, accurate job description helps you target the right talent from the start. Vague or outdated descriptions can lead to the wrong applicants – wasting your time and slowing down the hiring process.

### Reflect your current needs

Roles evolve over time, and your ideal hire today might be very different from when the job was last filled. We'll help you ensure your description accurately reflects the skills, experience, and qualities you genuinely need now.

### Strengthen your employer brand

Candidates form impressions quickly. A clear, professional, engaging job description signals that you are organised, forward-thinking, and serious about hiring the best.

### Stay compliant and competitive

We'll help ensure your job descriptions are aligned with current market expectations – including inclusive language and up-to-date terminology – to appeal to a broad and diverse talent pool.

### How it works

Whenever you have a new vacancy, simply send us your existing job description (or even a rough outline if you do not have one yet). We will review it, suggest improvements, and return an updated version, ready for you to use – completely free of charge.

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Well, that's it for this month. I hope you have both enjoyed the read and have in some small way, come away more informed.

Best wishes,

*Andrew*



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