

September 2021

Futuregrowth Asset Management is recruiting!

We have an exciting opportunity available in our Performance and Attribution team.

Futuregrowth is committed to transformation. A strong preference will be given to suitably qualified previously disadvantaged candidates.

Performance and Attribution Team Leader

Are you passionate about calculations and analysis and are you seeking a rewarding career in fiduciary asset management? Do you have strong communication and interpersonal skills? Are you highly organised and adaptable, with a strong ethical base? Then this position might be for you.

Who is Futuregrowth?

Futuregrowth has been South Africa's leading Fixed Income manager for more than 20 years, with around R186 billion of client assets under management (as at 31 December 2020). We manage a range of fixed interest and development funds, and play a leadership role in the asset management industry in South Africa. We are committed to investing our clients' funds in a responsible manner, with the interests of our clients always coming first. Futuregrowth is based in Cape Town.

Purpose of the position

Leading a small team, the successful incumbent will be responsible for the calculation, analysis and reporting of the portfolio performance and attribution of various funds for the investment team and clients.

Key responsibilities of the position

- 1. Data maintenance and reporting.** This includes:
 - Ensuring the coordination and sanitisation of data in the performance and attribution systems;
 - Calculating and providing timely delivery of the daily, monthly, and/or quarterly performance, attribution, risk, universe, and custom reports to clients;
 - Preparing executive summaries for the investment committee and Exco reports, and other high-level reporting;
 - Auditing and verifying the accuracy of portfolio accounting data and reports;
 - Reconciling and explaining performance variations and differences against benchmarks and other asset managers; and
 - Constructing and maintaining custom benchmarks and composites.
- 2. Analysis.** This includes:
 - Analysing client portfolios or assets within their portfolios to explain performance and specialist fixed interest attribution variances;
 - Analysing portfolio structure and component returns and explaining variances between portfolios and benchmarks;
 - Monitoring market indicators;
 - Analysing and preparing attribution reports and graphs;
 - Assisting with the development of new risk reporting requirements of the Risk Management team;
 - Ensuring that adequate processes are put in place to operationalise new risk reporting requirements, such as VAR, interest rate shocks etc.;

- Assisting with Portfolio Manager/client queries on fund composition and contributions to returns, and providing feedback on the investment strategy and decision making; and
 - Ensuring performance attribution is aligned with the investment strategy, and highlighting key fixed interest return components.
3. **GIPS.** This includes:
- Being responsible for GIPS reporting for Futuregrowth;
 - Analysing and reporting GIPS performance;
 - Assisting with the implementation of processes that are compliant with policies;
 - Assisting auditors and compliance with GIPS adherence; and
 - Driving the annual GIPS verification process.
4. Assisting with the calculation of performance fees for certain fund mandates, as well as supporting the Client Services team with performance-related client queries.
5. Assisting Business Development with new client take-ons in terms of the benchmark and composite process.
6. **Daily and monthly unit price performance.** This includes:
- Assisting other operational teams with daily fund NAV price performances; and
 - Ensuring month-end fund performance for NAVs and client performances are reviewed and analysed.
7. **Operational projects.** These include:
- Assisting the team to deliver key operational projects and process improvements;
 - Driving and monitoring the delivery of key team projects, which includes the initiation of key processes, system reviews and upgrades, as well as testing and implementing new requirements for the team.
8. **Management of the team.** This includes:
- Managing and leading the Performance and Attribution team;
 - Ensuring the training and process documentation is maintained;
 - Having regular team and cross-business engagements to ensure an excellent client experience; and
 - Reporting to various operations forums (Project Steerco, Opscom, etc.).

Knowledge and experience required

Skills, know-how and experience

- Demonstrable understanding of financial markets and instruments, particularly fixed interest and credit;
- Knowledge and understanding of investments and benchmark calculations;
- Proficiency in MS Office, particularly intermediate to advanced Excel;
- Knowledge of Statpro Performance and Attributions systems;
- 3 – 5 years' experience in a similar role;
- Experience using HiPortfolio an advantage; and
- Excellent mathematical and statistical skills.

Technical/professional qualifications

- B Com Honours or similar qualification (mathematics or statistics); and
- CFA/CIPM/FRM candidacy advantageous.

Key behaviours and competencies

- Excellent analytical thinking;
- Planning and organising skills;
- Problem solving skills;
- Enjoy teamwork and collaboration;
- Good communication skills, both written and verbal;
- Quality orientation (with attention to detail);
- Be client focused;
- High stress tolerance;
- Ability to initiate solutions;
- Be results-orientated; and
- Integrity.

Recruitment process and closing dates

Selected candidates will need to attend a series of competency-based interviews and a psychometric assessment.

Contact details

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