



PATHFINDER - the shadowing program for female students interested in the investment industry

15-19.05.2023

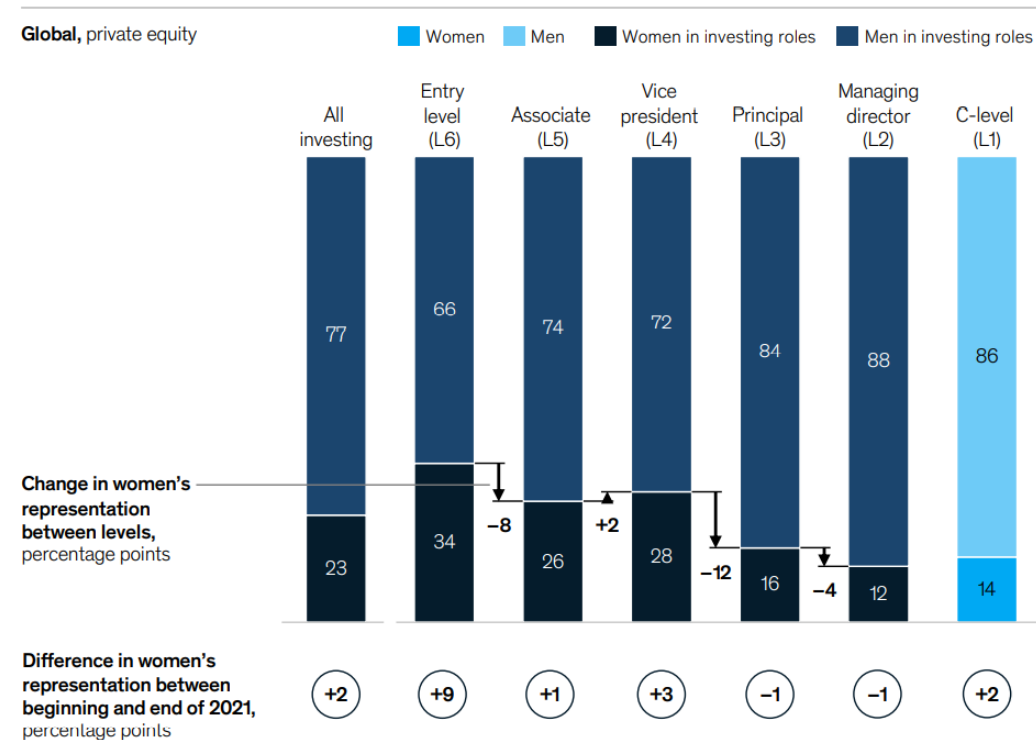


The shadowing program for female students interested to learn more about the investment industry

While the investment industry has made progress on acquiring and retaining the female talent, the vast majority of entry level positions in investing roles are still filled by male counterparts and the ratio declines over time

Women in investing tend to lose ground as they ascend the ranks.

Private equity talent pipeline by gender,¹%



¹Based on data provided by 31 private equity firms. Responses cover more than 11,000 employees. Unique firm count by region: Americas = 26; Europe = 16; Asia-Pacific = 11.

The PATHFINDER program is an initiative which will help to:

- To educate young and ambitious women about the career paths and opportunities available in the private debt and private equity industry
- To give a head start to female students in their career planning which will enable them to make conscious internship choices in later university years
- To build a strong reputation of CVI as top employer and a partner of choice for young and diverse pool of talent

Timeline

- Applications **till 28th April**
- Selection of applications: **till 5th May**
- Program dates: **15-19.05.2023** (full week)

Who can apply?

- Female students – 2nd year of university onwards
- For students applying from outside of Warsaw – accommodation organized and paid for

How to apply

- Application: CV + a few questions about motivations and interests (via an online form)
- If needed, can be followed up with a video call with the selected candidates

Program highlights

- The “Buddy” formula: 1 Investment Executive (Investment Director or Principal or Managing Director) responsible for each Trainee
- Full week of presentations, meetings and events:
 - Participation in the video calls and meetings related to the real-life projects with CVI team members. Trainees will be able to select interesting projects from a pooled calendar
 - Various presentations and Q&A sessions about: CVI platform, investment strategy, credit analysis, rating methodology, ESG considerations, legal & compliance
 - Participation in the Pipeline and Investment Committee meetings alongside the CVI team
 - Discussion and Q&A regarding the real-life investment case with CVI investment professionals
 - Team lunches and one-on-one time with the Buddies
 - Career path planning in PE / PD: how to prepare for an internship application, career development opportunities
 - Individual discussions with the Buddy about the career plans and doubts; feedback

Project team



Magdalena Śniegocka
Investment Director



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Associate

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