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THE ISLE OF MAN'S LEADING BUSINESS MAGAZINE

FIM



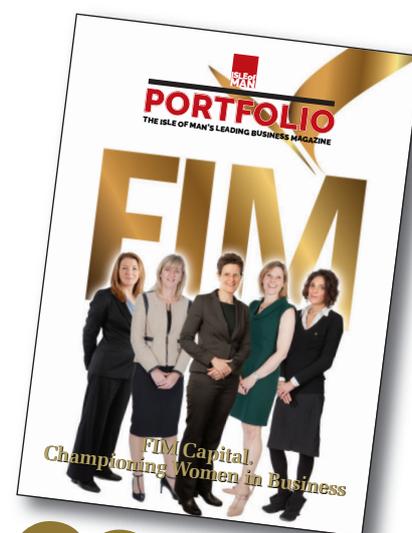
FIM Capital.
Championing Women in Business



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COVER STORY

FIM Capital is delighted to be able to support a feature about championing women in business. The female representation in the FIM Capital team was never part of some corporate wish list, however, so it is still a concern that gender diversity still deserves media attention. Successful managers in regulated businesses such as FIM's should be chosen entirely on merit, not to satisfy some pre-determined criteria.

All of our staff members are picked for their expertise in particular areas of work. Those featured in this article are, of course, highly qualified, both on paper and in practice, but they also represent a cross-section of our whole business. Gender should be no barrier to success, but too often career breaks, for example to start a family, are considered to be no-go zones for those wishing to succeed in their chosen profession. This approach is usually down to company policy and attitude, which starts at the top. FIM has always found that offering a flexible working environment, enabling staff to balance their working lives with their family/private lives has meant that stress (and

there is always stress) is created largely by work issues rather than by domestic crises (although there will always be those). We are lucky too, as the nature of our business enables staff to work remotely, something which is not possible in many other professions. This approach has enabled FIM to recruit and, importantly, retain a team of the highest calibre

Our feature focusses on five female members of the senior echelons of the FIM Capital team. It gives an insight into the roles they carry out and the contribution which they have made to ensure that FIM Capital continues to grow strongly into the future.

FIM Capital Limited was established in 2006 and provides specialist investment management and fund administration services to a range of private and institutional clients. FIM Capital is an independent company, regulated by the Isle of Man Financial Services Authority and authorised and regulated the Financial Conduct Authority in the UK.

“The female representation in the FIM Capital team was never part of some corporate wish list. Successful managers in regulated businesses such as FIM’s should be chosen entirely on merit, not to satisfy some pre-determined criteria”



Mary Tait,
Investment
Director

Mary joined FIM Capital in January 2010, continuing a career in investment management which began in 1993, quickly moving into a client-facing role on gaining her Private Client qualifications in the mid-90s. Mary is a stickler for detail. She prides herself on providing the highest quality of service and advice to her clients while also enjoying the diversity of research required to achieve consistent investment performance.

A former classics scholar, Mary is also mindful of the words of Socrates, who once said that “the only true wisdom is in knowing you know nothing”, relishing her role as an investment manager because, despite occupying the same essential role for over a quarter of a century, she still learns something new every day.

At FIM Capital, Mary particularly relishes the collegiate approach adopted by the investment team and the board of directors, which allows genuine freedom of thought, while the company’s independence as a locally-based entity allows the best of these ideas to reach their full potential. Anyone who might have read Mary’s contributions as editor of FIM Capital’s Investment Briefing may have gleaned that she is an avid reader of a wide range of literary genres with an eclectic taste in music; everything from folk to baroque.

A mother of two teenage sons, Mary can often be seen running or walking along the Island’s roads and lanes (occasionally accompanied by her dog), having raised funds for various charities over the years with her fell-running husband, Michael. Mary is an individually chartered Fellow of the Chartered Institute for Securities and Investment in the UK and Isle of Man, a Chartered Wealth Manager and a Fellow of the Institute of Administrative Management.



Barbara Rhodes,
Head of
Settlements

Barbara joined FIM Capital in July 2008 as Senior Investment Administrator and in January 2015, after seven years of hard work putting in place the appropriate systems and procedures, she gained additional responsibility as Head of

Settlements. Barbara has over 30 years continuous experience in the investment management industry and is a specialist in securities settlements.

She performs a critical role in ensuring the back office operates efficiently and is highly regarded by both colleagues and counterparties for her diligence and attention to detail, enabling FIM to maintain control of its operations. She particularly enjoys the group ethic and is the quintessential team player.

Outside of work, Barbara enjoys Ceroc (modern jive) and line dancing, baking and walking, having recently participated in the Harbour 2 Harbour walk. Barbara is an individually chartered Fellow of the Chartered Institute for Securities & Investment in the UK and Isle of Man.



Julie Haslett,
Group Head of
Compliance
& Risk

Julie joined FIM Capital in September 2006, having spent the previous 10 years as Head of Compliance for a local private bank. Joining as Compliance Manager Julie gained additional

responsibility as Head of Compliance & Risk in 2016.

Julie has over 25 years’ experience in all aspects of compliance, covering investment management, fund administration, banking, trust and company administration. During this time, Julie has seen the role of the Compliance Department grow significantly within the business and appreciates the diversity this brings to her role. The all-female compliance team of four within FIM Capital is always approachable and employees are actively encouraged to talk through any concerns or questions they may have in relation to compliance or Anti-Money Laundering with a member of the team.

Having been with FIM Capital from their first year, Julie has seen the business grow from an independent start-up to the thirty-six strong team it has become and is proud of its success and ability to organise a good celebratory night out for all staff when required! Julie has a teenage daughter who shares her and her husband’s love of travel. Julie passed the Compliance Institute examinations in 2001 and is a Member of the Alliance of Isle of Man Compliance Professionals.



Sara Collister,
Head of Offshore
Administration

Sara joined FIM in 2014 as Senior Investment Co-ordinator, before being promoted to Head of Offshore Administration in 2018. The role provides almost constant variety, all centred around Sara’s determination to provide the highest level of customer service. With almost 20

years’ experience in the finance industry, from the Complaints department of an international bank to the technical department of an insurance company, Sara strives to add value for her clients, wherever this may be possible.

Whilst her degree in Marine Biology was completed many moons ago, Sara likes to combine this interest with travel, be it kayaking with manatees in Florida or swimming with wild dolphins in the Azores. She is keen to support her two children in their sporting endeavours, and helps with coaching the local primary school netball team and is soon to begin assisting with the youth development of the local rugby club.

Sara gained her IMC qualification from the CFA Society of the UK and is an individually chartered Member of Chartered Institute for Securities & Investment in the UK and Isle of Man and a Member of Chartered Management Institute.



Jennifer
Hardingham,
Client Accounting
Manager

Jen joined FIM Capital Limited in 2014 after qualifying as a chartered accountant with PwC in and working as a project account at the Isle of Man Creamery from 2012. In 2018 she became a fellow of the Institute of Chartered Accountants in England and Wales.

In her role Jen undertakes a wide variety of work, which includes financial reporting, cash management and group restructuring. As an independent company, regulated by the Isle of Man Financial Services Authority and the UK Financial Conduct Authority, FIM gives its employees the opportunity to tailor their offerings for each client and to put their own stamp on the services provided.

Jen is a committee member of the Isle of Man Funds and Wealth Association, which was established in 1987 as a trade association to represent the Island’s growing wealth, fund administration and management industry. Environmentally conscious, Jen is a dedicated member of FIM’s sponsored Charity Beach Buddies and has been involved with supporting several special events that have been held.