

DIVERSITY OF THOUGHT

What subject did you study at university?

Theo Golden: So I studied music at Durham University. It's quite a different degree, it is not the most vocational thing for a career in finance, but it gives me quite a different angle to how I approach things.

Ellie Lewis: So I studied economics at the University of York, which is quite a typical degree for most finance firms. But at Baillie Gifford, I'm one of very few.

Theo: I essentially did musical analysis, and I used to take symphonies and use different ideas and dig into how things were built and what they were doing and what it all meant and how it correlated to the rest of the world. And that's basically what I do for companies and investment ideas. Music is inherently collaborative, and that's what I try and bring to the team. You'll find that Baillie Gifford teams have quite different personalities in them, and I'm definitely someone who, through music, learned to always bring out other people's voices, and that's kind of what I do in the team.

What did the people in your team study at university?

Ellie: So I'm on the credit team at the moment, and there's a wide range of subjects on our team. So from geography to international relations to maths,

Theo: We're kind of a broad church of different backgrounds. You've got myself, who studied music, but you've also got people like Yussef, who studied history at Oxford, and then you've also got mathematicians like the head of the team, James Squires, who funnily enough, has been on *Countdown*.

Why do you think Baillie Gifford seeks out people from diverse subject areas for the Investment Research programme?

Theo: Baillie Gifford looks for different people with different backgrounds because, ultimately, we're looking for insight; we're looking for things that other people have missed or overlooked in how our world is developing and changing.

Ellie: We just get really good discussions going because everyone has different opinions. Everyone comes from different backgrounds, and you'll often find that your colleague asks a question that you could never even imagine. So it really allows us to dig deeper into the pros and cons of why we want to invest in a company.

Theo: And we're also looking beyond just kind of the time horizon that other people are looking at and only people who really have a different perspective of what life is and that collection of different ideas. Can we really find that insight and do our job the best we can?



Can you give an example of a time you've seen the benefits of diversity of thought during your work?

Ellie: One of the clearest times that I see cognitive diversity is generational differences in our team. We can often get into quite friendly arguments about whether a company like M&S is going to survive over the next 10 years because we've just had completely different experiences of interacting with that company.

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