

Developing women
investment professionals
of the future.

SHAPE THE FUTURE OF INVESTING.

INCLUSION IN FINANCE PATHWAY PROGRAMME

A 12-MONTH LEADERSHIP AND TECHNICAL ACCELERATOR FOR WOMEN IN FINANCE

Realise your true potential. The Pathway Programme is designed for ambitious women who aspire to become Portfolio Managers or Traders. Develop the technical expertise, leadership skills, and professional network needed to accelerate a career in the investment industry



WHY PATHWAY?

Inclusion in Finance's Pathway Programme is the investment industry's premier career acceleration initiative, designed to prepare women for Portfolio Manager and Trader roles. With a curriculum co-created by senior investors and firm leaders, the programme combines cutting-edge technical training, leadership development, and unrivalled industry access to empower participants to push boundaries, develop technical expertise, and build the skills needed to thrive in investment roles.

Through interactive sessions, hands-on projects, and dedicated sponsorship, participants join a dynamic cohort of future investment leaders, gaining the tools and community to own one's career trajectory.

Pathway isn't just a programme, it's a career catalyst. With 93% of participants rating it 4+ stars, Pathway delivers a:

- Technical edge to stand out in roles
- Clearer conviction in leadership voice
- Powerful alumnae network: More than 240 alumnae across 44 firms and 5 countries



240

participants across 44 firms in the UK and Europe



38%

participants promoted since 2023, including to investment roles



AWARD-WINNING

FT Adviser and Investment Week D&I Initiative of the Year (2023, 2024)

“

Pathway has been incredibly empowering. The programme not only sharpened my technical skills but also helped me forge my own investment style. The access to industry leaders and the supportive cohort made it a transformative experience.

- Mahgul Ansari, Participant

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It gives the confidence to these women to come and speak to portfolio managers, to come to the investment floor and realise that in the end we are all normal human beings, and we all want the same thing - we want people to succeed.

- Jeremy Rideau, Sponsor

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PROGRAMME STRUCTURE

Curriculum is structured around seven interwoven themes, tailored to support two distinct tracks: Portfolio Management and Trading. Participants follow a shared core curriculum whilst engaging in specialised sessions aligned to their chosen track. From technical training and market insight to leadership development and peer learning, the programme equips high-potential women with the knowledge, mindset, and exposure needed to succeed in front-office investment roles. Sessions are delivered by senior industry professionals and blend theory with practical application.

Core Curriculum across 7 Focus Areas:

AI & TECHNOLOGY

- Apply Python-powered tools for portfolio management
- Leverage AI, LLMs, and alternative data for investing

APPLIED PRACTICE

- Hands-on portfolio management: Simulate managing a model portfolio over 6 months
- Trading challenge: Design, test, and present a trading strategy

CAREER ACTIVISM

- Build resilience and navigate family planning
- Contribute to industry change via the Paying it Forward project
- Create a personalised career development team

CAREER CAPITAL

- Connect with industry leaders
- Insights on transitioning to front office roles
- Master stakeholder influence and strategic networking

INVESTOR MINDSET

- Deliver client-centric solutions with confidence
- Develop the traits of a successful investor
- Evaluate private assets for long-term portfolios
- Learn from CEO / CIO panels on industry trends

LEADERSHIP BRAND

- Craft a personal brand and articulate your value
- Develop leadership presence with keynote insights
- Own your professional narrative with confidence

PRIVATE MARKETS

- Prepare for investment committees with compelling pitches
- Value illiquid assets and tackle complex valuations
- Structure private market deals and contribute to execution

PORTFOLIO MANAGEMENT TRACK

From security selection to client reporting, build the skills to steward capital with conviction

TRADER TRACK

Decode liquidity, execution, and asset-class mechanics to navigate fast-paced markets with precision



WHO THRIVES IN PATHWAY?

Each participant brings her unique ambition, experience, and perspective to the cohort, whether from an investment team or other part of the business. What unites them is a shared ambition to succeed in the industry. Alongside, every participant is supported by a dedicated sponsor from within her firm.

Sponsors are a vital part of the programme: serving as advocates, mentors, and sounding boards throughout the year. Their involvement not only accelerates participant growth but also strengthens internal succession pipelines and firm-wide visibility.

IS PATHWAY RIGHT FOR YOU?

- 3+ years professional experience
- Aspire to become a Portfolio Manager or Trader
- Wants to build confidence, industry insight, and a strong peer network
- Active engagement in sessions, projects, and peer learning
- Committed to 12-month programme requiring ca.100 hours of time (excluding travel to session locations)

THE POWER OF SPONSORSHIP

Sponsors play a critical role in the success of each participant:

- Advocate for participant's growth, potential stretch opportunities
- Regular mentorship and career guidance
- Contextualising session insights to firm strategy
- Attendance at sponsor-focused events and touchpoints



Tayana Johnson
Participant

“ The Pathway Programme has been a game-changer for me. It's practical, hands-on, and truly enriching. From building real model portfolios to simulating trades on market news, the experiential learning has deepened my understanding of the investment industry. What I value most is the sense of community and the opportunity to connect with peers across the industry. It's inspiring, empowering, and incredibly motivating!



Georgina Taylor
Sponsor

“ The programme has brought the industry together around a shared goal: showing that fund management is a career for anyone. It highlights the different skill sets and routes into the role, something that hasn't been widely visible before, and that makes this programme truly unique.



JOIN THE NEXT COHORT

**Nomination deadline
(Firms)**

End of August

**Application deadline
(Candidates)**

Mid September

**Application decisions
finalised**

Early October

2026 PROGRAMME FEES

£3000 (DP member) | £5000 (non-member)

HOW TO APPLY

- Firms nominate candidates by completing a short online form
- After nomination, candidates complete an application form
- Nominated candidates and their firm will receive the final selection outcome

If not applying through a sponsoring firm, please contact us directly to discuss

CONTACT

Please reach out with any questions to pathway@inclusioninfinance.com



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BUILDING INCLUSION IN INVESTMENTS, ONE WOMAN AT A TIME.