Make an Impact
Women at Moody’s

Moody’s
Culture

Moody’s offers the excitement of working for a leader in the global capital markets that provides challenging—and rewarding—work in an inclusive culture.
We Have Impact. So Will You.

Moody’s is an essential component of the global capital markets, providing credit ratings, research, tools, and analysis that contribute to transparent and integrated financial markets worldwide. Over more than a century, we have built a reputation for market-leading opinions, world-class professionals and must-have solutions. To maintain our position of leadership, we hire the best from all backgrounds and experiences — and we match your passion for challenge and success at the highest levels.

We depend on and respect the views of our employees at all levels. We value your individual experiences, perspectives and contributions in whatever career path you choose at Moody’s. Our culture is defined by collaboration and collegiality, and we offer opportunities and tools to help you learn and grow so that you can make an impact.
We consciously work to create a positive experience and support the personal and professional growth of our employees.
Career Growth and Work Life

Along your career journey, Moody's offers a range of programmes and benefits* to support your growth.

**Benefits** are designed to help you manage your health, family and future, with profit sharing, stock purchase and private pension to strengthen your financial future. Parental benefits include competitive maternity leave, adoption assistance and leave, paternity leave, on-site mothering rooms, childcare vouchers, school holiday cover, and backup adult and eldercare services.

**Learning and Development** helps you hone critical skills to become an expert in your role and soft skills to manage your career, including a dedicated training and mentoring programme for graduate hires.

**Workplace flexibility** allows employees the opportunity to modify work schedules or work from home to better manage their personal needs while also ensuring that business needs are still met.

**Mobility** encourages Moody’s employees to strengthen their skills and increase their opportunities by moving between lines of business or to a new market or country.

“Moody’s Women in Leadership programmes are a critical component of our strategy to develop skills and opportunities for women at Moody’s, identify and retain talent, foster greater mobility across the organisation and increase women’s contributions to the leadership of the company.”

Michel Madelain  
Vice Chairman  
Moody’s Investors Service

“I returned to Moody’s after spending four years at an investment bank. My decision to return was a very conscious one as I felt the culture here is supportive and helps me thrive both professionally and personally. When my son was two years old, I adjusted my working hours on certain days to accommodate childcare arrangements, which my manager supported fully. In 2014 I was promoted to managing director and I am currently responsible for one of the analytical rating teams.”

Annabel Schaafsma  
Managing Director – Structured Finance  
Moody’s Investors Service

*Benefits vary by region.*
Women in Leadership

To help us achieve a diverse and high-performing culture, we offer a range of programmes specific to women. Moody’s Women in Leadership programming provides development and networking opportunities to help you make an impact in your role and career.

Programmes include:

Executive Series and Leadership Spotlights:
guest talks and panels with senior managers as well as leaders from outside Moody’s.

Building Leadership Presence Through Powerful Communication: women’s leadership development programmes open to all mid-career women globally, focused on honing leadership skills and personal brand.

Senior Women’s Leadership Forum: twelve-month development opportunity for senior level women to expand their leadership capabilities; includes classroom training, executive coaching, cohort networking and senior leader meetings.
Work with Impact

When we combine a culture where everyone’s views are respected with an environment that is rich with opportunities to develop and grow, the result is a workplace where employees are engaged and excited about their work. At any level and in any part of the business, you can make a positive contribution and have meaningful impact from day one.

“When I started, I not only got involved with standard work, but I also had the opportunity to develop and implement new tools and products, which has been really exciting. One of the tools that I helped develop was recently sold to our client. I definitely feel I am doing meaningful work that is great for my career.”

Temi Ade-John
Assistant Director – Product Consultant
Moody’s Analytics
Community

Working at Moody's, you'll not only connect closely with your team, you will also have opportunities to build your community across and outside the company.
Within Moody’s: Employee Resource Groups offer support and development throughout your career

Moody’s Employee Resource Groups (ERGs) champion diversity and drive networking, mentoring and professional development opportunities for diverse populations at Moody’s. Members of Moody’s senior management act as sponsors and provide guidance to each of our four ERGs:

MOODY’S MULTICULTURAL ERG
MOODY’S WOMEN’S ERG
MOODY’S LGBT+ ERG
MOODY’S VETERANS ERG

“It’s encouraging that there are many women in senior management at Moody’s. As a member of the Moody’s Women’s Employee Resource Group Event Committee, it is great to organize events that bring everyone together where you have an opportunity to learn from these female role models and their experience.”

Andisheh Heidari
Product Specialist – Sales
Moody’s Analytics

“Taking part in the different ERG activities allows one to develop skills to effectively manage a group, manage multiple projects and events, and enhance one's abilities and skills to help move laterally or vertically within the organization.”

Angela Stathi
Vice President–Global Product Management
Moody’s Investors Service
Outside Moody’s: Opportunities to engage with your community

Moody’s is dedicated to making a positive difference in the lives of our employees and our communities through philanthropy and employee engagement. We offer opportunities to volunteer in your local community as well as to make a broader impact through matching your charitable donations. Through our external partnerships with organizations such as Opportunity Now, Center for Talent Innovation and Catalyst, our employees help advance opportunities for women.

“Moody’s believes that being inclusive and encouraging, and empowering your team, is essential to making an impact and accomplishing goals. Moody’s enables its people to grow through engagement with the wider community and this has an extremely positive impact both inside and outside the company. Our partnerships with organizations such as the Center for Talent Innovation enable us to further develop the leaders of tomorrow.”

Isabel Gomez Vidal
Executive Director – Sales
Moody’s Analytics