

MEET THE MANAGER

STEPHANIE HILL

Stephanie Hill

Head of Index



As Head of the Index business, Stephanie is responsible for managing all aspects of the index business including portfolio management, asset retention and growth, business strategy and profitability. In her role, she oversees the heads of equity and fixed income index portfolio management, working closely with them to develop index investment staff. Previously at the firm, Stephanie was responsible for co-heading the index division, focusing on business development as well as articulating Mellon's index strategies to clients and prospects. Prior to joining the firm, she was a strategic product innovator within the iShares division at BlackRock, working to design and develop new ETF products and business solutions. Before BlackRock, she held investment-focused roles of increasing responsibility at Merrill Lynch Investment Managers. Stephanie has been in the investment industry since 1999.

Stephanie earned an MFA from New York University and a BA from the University of California at Berkeley. She is a member of Women in ETFs, Renaissance Entrepreneurship Center Women's Leadership Council and FTSE Russell Global Advisory Committee. She serves on the editorial board of The Journal of Beta Investment Strategies.

Did you always envision a career in finance?

Not at all, I wanted to be a pediatrician from an early age and took a lot of STEM classes during school. But my family has a very strong artistic side, so that pulled me in the opposite direction for a time.

At the beginning of my career in finance, I discovered that I loved the problem-solving, building elements of it, and that I enjoyed the pace and ever-changing nature of markets. Ultimately, it has been the privilege of working with great colleagues and clients that has kept me enthused about being in investment management for more than two decades. There is never a dull moment in the global markets and partnering with our clients to help them succeed is exceptionally fulfilling.

Who introduced you to investment management?

I joined the industry as part of a team that was tasked with building an institutional business within a very retail-focused asset management organization. We needed to build quickly, so I just jumped in with both feet and learned along the way. It was a great advantage to be in a start-up type of environment where you had to get involved in a lot of things and had to learn how things work. As I dove in, I realized that I really enjoyed the work and people, and I appreciated the importance of our work for our clients.

Describe your role as Head of Index.

As the business head for Mellon, I set our strategic growth priorities and lead the investment staff, including research and strategy. I set direction and goals for the teams and work across the organization and the broader BNY Mellon enterprise to make sure that we continue to perform as our clients expect. From operations to investment and relationship management, providing top-notch investment results and service is the goal for me and the Mellon team.

What is the most challenging aspect of your job?

I need to continually balance strategic, long-term thinking with the challenges we're facing in the here and now. Mellon has made tremendous infrastructure and team enhancements over the past several years, so now I'm trying to remain focused on our growth objectives, but it's always a balancing act.

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What is one of the most rewarding?

It’s definitely the people element, seeing our team develop and grow as leaders. I believe strongly in a collaborative culture where everyone contributes their special talents to make us all better. I am also extremely proud of the work we do as index investment managers and the trust our longstanding clients place in us.

You often say there are misnomers about Index Management. How does 40 years of perspective help shape client outcomes?

It is commonly believed index investment management is easy. That is the furthest thing from the truth! There are a lot of moving parts and no room for slippage. Anyone on our team can talk about the attention to detail that is required to successfully track a benchmark to the Mellon level of precision. The team—from portfolio managers, traders, operations specialists to client relationship managers—also needs to work seamlessly to deliver the index client experience.

Looking back at our 40-year heritage, Mellon has been at the vanguard of index management. From innovative trading strategies to expanding available indexes or offering custom solutions, our clients drive our passion for providing institutional-quality indexing. Part of our success is contributing to the success of the index industry more broadly; we continually provide informed feedback to benchmark providers with the goal of making benchmarks more investible for our clients. We have also focused relentlessly on ways to track indexes more closely in an effort to deliver the investment outcomes our clients expect.

How are we evolving to meet client challenges?

The BNY Mellon Exchange-Traded Funds (ETFs) are one of the most successful fund types that we’ve been involved in over the last 15 years. We’ve also just celebrated the three-year anniversary of the initial launch of the BNY Mellon ETFs that are sub-advised by my team, and we’re pleased with their growth and their momentum.

I am also very excited about our recent entry into direct indexing as that combines the benefits of personalized tax efficiency with a portfolio that can be tailored to reflect client values. For both of these products, Mellon is partnering more broadly with BNY Mellon to deliver our expertise in different investment vehicles for clients.

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“When you’re passionate about an issue, you always find time to contribute or to advocate for the cause.”

You are involved in a number of organizations that promote women in finance. Where do you find time to advocate for others? Why is it important to you?

It hasn’t always been an easy road in my career being a female in a male-dominated industry. I am committed to helping women and diverse talent develop in our industry and local communities. When you’re passionate about an issue, you always find time to contribute or to advocate for the cause.

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