

Newsletter February 2025

[Subscribe to this newsletter](#) (if you received it from a colleague or friend)

VOICES



[Lynn Robbroeckx](#) highlights that talent and technology drive financial centres' competitiveness, requiring a strong ecosystem to attract and retain professionals.

How do you view the topic of talent in the financial sector, considering the many dynamics at play, such as artificial intelligence?

Talent and technology are clearly the driving forces behind the competitiveness of financial centres, and their interconnection is stronger than ever.

As you rightly point out in your question, there are many dynamics at play – but we shall not forget that talent is dynamic too. Talent is never static — people evolve and move across borders and industries. With multiple industries competing for the same talent, financial centres must clearly articulate their unique value propositions to attract and retain skilled professionals. The key lies in continuously monitoring and developing the right ecosystem for financial firms and their people. As the word ecosystem suggests, its success does not depend on a single factor but rather on a synergy of interconnected elements. These elements must work together to create a stable environment where financial professionals can advance their projects, achieve their goals, and thrive at every stage of their careers.

While AI transforms workflows, soft skills cannot be underestimated either—critical thinking, adaptability, and communication remain essential. AI can enhance efficiency, but human intuition, ethical judgment, and leadership remain irreplaceable. Investor sentiment, shaped by trust, risk perception, and behavioural biases, impacts how capital is deployed, requiring professionals to balance data-driven strategies with a deep understanding of human decision-making to foster confidence and long-term growth.

Why is this report fundamental for the financial sector and international financial centers?

This report is quite unique as it brings together insights from 15 international financial centres, offering a truly global perspective on diverse talent strategies.

It highlights how talent is not just a competitive factor but also a unifying one, emphasising the importance of collaboration across financial hubs. Notably, I have yet to come across a financial centre that does not prioritise talent—a testament to its fundamental role in shaping the future of the industry. With the financial sector facing skill gaps, technological advancements, and evolving workforce expectations, this report provides actionable solutions to build resilient, future-ready talent ecosystems. It explores how education, cross-border mobility, AI, and sustainability are driving workforce transformation.

Above all, this study underscores that ensuring a skilled workforce is a shared responsibility—one that financial centres, policymakers, and businesses must tackle together to maintain competitiveness and drive sustainable growth.

OPINIONS



Opinion by Thomas Krantz

WAIFC's Advisor to the
Managing Director



[Thomas Krantz](#) reflects on Davos 2025 as a crucial moment for global leaders to confront the challenges of converging technologies. Schwab's warning of a societal revolution is a call to action: humanity must collaborate or risk fragmentation.

The true test is whether innovation can address crises like climate change and technological misuse while promoting sustainability and equality. Financial centers, including WAIFC members, must take the lead in shaping solutions. The themes of growth, trust, and industry transformation resonate differently across regions but demand a united response. Donald Trump's inauguration introduces a disruptive backdrop, raising questions about its impact on global cooperation. Ultimately, the true outcome of Davos lies not in the discussions but in the actions that follow.

► [Read more](#)

NEWS



The WAIFC Talent Report is Out

[WAIFC](#) has published its [Talent Report](#), which analyzes key trends and challenges shaping the financial workforce. The report explores skills for the future of finance, talent development strategies, and regional gaps.

With digitalization, sustainability, and shifting workforce expectations reshaping the industry, financial centers must attract, develop, and retain top talent. Case studies highlight successful initiatives worldwide. The report calls for collaboration among financial hubs, governments, and academia to drive economic progress. It serves as a roadmap for policymakers and businesses to shape a competitive financial workforce.

► [Read more](#)

NEWS FROM OUR MEMBERS



القطب المالي للدار البيضاء
CASABLANCA
FINANCE CITY

Deloitte's Future of Cyber Report Presented at Casablanca Finance City

[Casablanca Finance City](#) hosted the presentation of Deloitte's Future of Cyber report on February 11, led by [Imade Elbaraka](#), [Marouan Bernoussi](#), and [Anta-Kader Konfrou](#).

The session focused on key topics such as the importance of cybersecurity, emerging threats, Morocco's regulatory framework, and the role of AI in shaping the future of cybersecurity. Experts discussed the growing need for cybersecurity across all sectors and the impact of technological advancements on digital security. The event highlighted the importance of collaboration to address cybersecurity challenges and ensure a secure digital future.

► [Read more](#)



International
Finance &
Innovation
Centre

Kenya-India Business Delegation

The [Two Rivers International Finance & Innovation Centre](#) (TRIFIC) participated in the India-Kenya Business Delegation, along with leaders such as [Kenneth Mbae](#) of [Centum Real Estate](#).

The event focused on bilateral trade, investment opportunities, and sustainable growth between India and Kenya. Discussions highlighted common goals for economic development. TRIFIC collaborated with partners, including [Vipingo Development Limited](#) Free Trade Zone, [ARISE IIP](#), and [Centum Investment Company PLC](#). These efforts are shaping Kenya's investment landscape.

► [Read more](#)

TheCityUK

UK-Japan Roundtable Highlights Transition Finance and Asset Management Collaboration

[TheCityUK](#) hosted a UK-Japan business roundtable on January 31, following the [3rd UK-Japan Financial Regulatory Forum](#) in London.

Senior officials and regulators from [HM Treasury](#), the [Japan Financial Services Agency](#), the [Financial Conduct Authority](#), and the [Bank of England](#) discussed strengthening bilateral and multilateral collaboration. Key topics included the UK's Transition Finance Market Review, the role of transition finance leadership, and asset management challenges for UK and Japanese firms. TheCityUK plans to explore these issues further through workshops and collaborations with industry stakeholders. The event was supported by [Nomura](#), [FinCity.Tokyo](#), and the [City of London Corporation](#).

► [Read more](#)



Mauritius & India: A Thriving Trade Partnership

The [Economic Development Board](#) (EDB) of Mauritius played a key role in strengthening trade relations between Mauritius and India, with bilateral trade amounting to \$851.13 million in FY 2023-24.

The [CECPA](#) allows over 615 Mauritian products to enter India at preferential tariffs. EDB Mauritius facilitated discussions in Chennai, where Hon. H. Narsinghen emphasized Mauritius as a strategic gateway to Africa. Key opportunities span healthcare, pharmaceuticals, banking, and hospitality.

► [Read more](#)



Unlocking the Creative Economy in Central Asia

Experts from [AIFC](#), in partnership with [DASCO GROUP](#), have released a report analyzing the creative economy in Central Asia and Kazakhstan.

The report highlights the industry's potential as a key driver of economic and cultural growth. It examines innovation in the [AIFC Venture Studio](#), venture funding for startups, and intellectual property protection. Other topics include crowdfunding, asset tokenization, and traditional vs. modern industries.

► [Read more](#)



Jersey Finance

Delivering Insight • Driving Innovation

Jersey Finance Hosts First Africa-Dubai Reception of 2025

[Jersey Finance](#) hosted its first Africa-Dubai reception for 2025, connecting finance professionals with African interests in Dubai. Led by [Faizal Bhana](#), Director for the Middle East, Africa, and India, the event reinforced Jersey's role as a global financial hub.

Jersey Finance facilitates investment in African infrastructure, agriculture, and energy, supports philanthropic initiatives through [Jersey Overseas Aid](#), and strengthens trade partnerships under [AfCFTA](#). Since 2019, these receptions have fostered collaboration between Dubai and the African financial sector.

► [Read more](#)



THE FINANCIAL CENTRE DEVELOPMENT AGENCY

Ambitions 2030 - Shaping Finance for our Future

[Luxembourg for Finance](#) has unveiled Ambitions 2030, a roadmap to strengthen Luxembourg's role as a global financial hub.

The strategy emphasizes European competitiveness, financial innovation, and sustainability, reinforcing Luxembourg's role as a bridge between global capital and EU opportunities. It aims to strengthen its role in the Savings and Investment Union and expand leadership in alternative funds, tokenized assets, and digital finance. As a pioneer in sustainable finance, Luxembourg will enhance transparency through AI and

blockchain. The plan also prioritizes talent development to support financial transformation.

► [Read more](#)



Frankfurt
Main
Finance

Frankfurt Main Finance assumes spokesperson role at the working group of German financial centres 'GERMANY FINANCE'

[Frankfurt Main Finance](#) has assumed the role of spokesperson for [Germany Finance](#) in 2025, succeeding North Rhine-Westphalia. The spokesperson role rotates annually among German financial centers.

In 2024, Germany Finance featured a study on transformation strategies conducted by the [German Economic Institute](#). In 2025, the group will focus on strengthening Germany's financial competitiveness through collaboration with policymakers and Germany Trade & Invest. Key priorities include attracting startups, advancing financial technologies, and promoting sustainable transformation projects.

► [Read more](#)



FSDC and Istanbul Financial Center Signed a Memorandum of Understanding Strengthening Financial Collaboration Between Hong Kong and Istanbul

The [Financial Services Development Council](#) (FSDC) and the [Istanbul Financial Center](#) (IFC) signed a Memorandum of Understanding to strengthen financial collaboration between Hong Kong and Istanbul.

The agreement aims to enhance financial connectivity, knowledge sharing, and mutual growth in banking, capital markets, and insurance. Dr. [King Au](#) of [FSDC](#) and [Ahmet Ihsan Erdem](#) of [IFC](#) led the signing ceremony, with key stakeholders in attendance. Laurence Li, Chairman of FSDC, highlighted the partnership's role in bridging Europe and Asia. Ahmet Ihsan Erdem emphasized its significance for Istanbul's global financial presence. The MoU will facilitate cooperation on financial services, technology, and innovation. Both organizations, as [WAIFC](#) members, reaffirm their dedication to advancing global financial connectivity.

► [Read more](#)

For additional news articles on WAIFC and its members, please subscribe the [weekly newsletter](#) of our Managing Director.

EVENTS



[Inclusive Fintech Forum 2025](#)

We are excited to announce the second edition of the Inclusive FinTech Forum, a premier global platform focused on financial inclusion and FinTech for good. This prestigious event is co-organized by our esteemed member, [Kigali International Financial Centre](#), the [National Bank of Rwanda](#), and [Elevandi](#).

February 24 to 26, 2025. Kigali Convention Centre, Kigali, Rwanda

► [More information](#)



[Jersey Sustainable Finance Summit](#)

[Jersey Finance](#)'s 2025 summit, *The Big Transition*, marks the five-year countdown to its 2030 sustainable finance vision. This event will explore the shift to a low-carbon, resilient economy through expert panels, volunteering, and an art competition. The week will conclude with the Sustainable Finance Awards, celebrating industry leaders driving impact.

March 10 to 14, 2025. Freedom Centre, 94 Bath Street, St Helier, Jersey, JE2 4SU, Jersey

► [More information](#)



[TheCityUK International Conference 2025](#)

[TheCityUK](#)'s International Conference 2025, sponsored by [Freshfields](#) and [State Street](#), will take place in London and online on Thursday, April 24, 2025. Bringing together senior industry leaders, policymakers, and regulators, the conference will explore key global challenges, trade relationships, and the UK's position as a leading international financial centre. Panel discussions will cover topics such as reimagining trade in a protectionist era, adapting to shifting market dynamics, and leveraging high-growth trade corridors.

April 24, 2025. Convene, 155 Bishopsgate, London, EC2M 3YD, United Kingdom

► [More information](#)

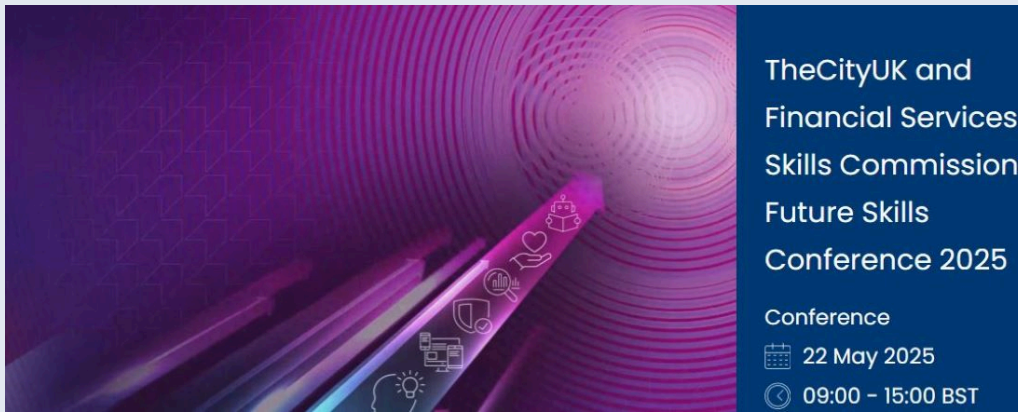


[Dubai Fintech Summit 2025](#)

Join the highly anticipated Dubai FinTech Summit 2025 in early May, building on the success of the 2024 edition. Organized by our member, the [Dubai International Financial Centre](#) (DIFC), this transformative event invites sponsorship from significant fintech players worldwide.

May 12 and 13, 2025. Madinat Jumeirah, Dubai, United Arab Emirates

► [More information](#)



[TheCityUK and Financial Services Skills Commission Future Skills Conference 2025](#)

[TheCityUK](#)'s Future Skills Conference 2025, in partnership with the [Financial Services Skills Commission](#), will bring together industry leaders, regulators, and policymakers to address the evolving skills needs in financial and professional services. The event will explore strategies to develop a future-ready workforce and drive sustainable growth across the UK.

May 22, 2025. ETC.Venues, 200 Aldersgate Street, Barbican, London, EC1A 4HD, United Kingdom

► [More information](#)



[Nexus Luxembourg 2025](#)

[Luxembourg for Finance](#) proudly supports Nexus Luxembourg 2025, taking place on June 17-18 at Luxexpo The Box. This event will bring together FinTech innovators, financial institutions, regulators, and investors to explore the future of financial technology. Highlights include a startup pitch competition and discussions on Luxembourg's evolving role as a leading financial hub.

June 17 and 18, 2025. Luxexpo The Box, 10 Circuit de la Foire Internationale, L-1347 Luxembourg, Luxembourg

► [More information](#)

Rising Stars Awards 2025

As the voice of the international finance centre, Jersey Finance believes it is important to engage with and inspire the next generation of finance professionals in our industry.

Friday 4 July 2025
BST

Location: Royal Jersey Showground

Rising Stars Awards 2025

The Rising Stars Awards, hosted by [Jersey Finance](#), celebrate young talent in the industry, recognizing outstanding achievements of professionals aged 16-30. Winners will be announced at a gala ceremony on Friday, July 4, at the Royal Jersey Showground. Member firms can support the event by purchasing tables or individual tickets, with availability on a first-come, first-served basis.

July 4, 2025. Royal Jersey Showground, A8, Trinity, Jersey JE3 5JP, Jersey

► [More information](#)

DOWNLOADS

Publications

- [Report on Strategies for Attracting, Developing, and Retaining Talent](#)
- [Whitepaper on Crafting the Digital Sustainability Reporting Ecosystem](#)
- [Report on Women in Finance - Compendium of Good Practice](#)
- [Report on Art - An Integral Ingredient for Financial Centers](#)
- [Whitepaper on Enhancing Supply Chain Finance for the Promotion of the Green Transformation](#)
- [Report on How Leading Financial Centers Advance Financial Inclusion and Literacy](#)
- [Report on Supporting Ecosystem for Sustained Recovery and Growth of SMEs](#)
- [Whitepaper on the Future of Financial Centers](#)

Institutional

- [WAIFC Presentation](#)
- [WAIFC Presentation in Chinese](#)

The [World Alliance of International Financial Centers \(WAIFC\)](#) is a non-profit association registered in Belgium, representing 28 leading international financial centers. Its members are government agencies, associations, and similar institutions developing and promoting their financial centers. WAIFC facilitates cooperation between financial centers, exchanging best practices, and communication with the general public.

Chair:
Lamia Merzouki

Vice-Chair:
Hubertus Vãth

Treasurer:
Lynn Robbroeckx

Board of Directors:
Yousuf Mohamed Al Jaida, Abdullah Al Rabiei, Alya Al Zarouni, King Au, Nick Barigye, Bernice Buttigieg, Miles Celic, Obi Ibekwe, Joe Moynihan, Temirlan Mukhanbetzhanov, Ken Poonosamy, Myongho Rhee, Philippe Richard, Lynn Robbroeckx.

Managing Director:
Dr. Jochen Biedermann



World Alliance of International
Financial Centers (WAIFC)
208 Avenue Louise, 1050 Brussels,
Belgium
marketing@waifc.be



This email was sent to {{ contact.EMAIL }} You received this email because you are registered with World Alliance of International Financial Centers (WAIFC) AISBL

[Unsubscribe here](#)

© 2025 World Alliance of International Financial Centers (WAIFC) AISBL