LIFE AT KKR

We are investors.
But we're more than that.
We’re collaborative team players who are curious about the world around us. We’re passionate about always learning more and pushing to be better. Here, we’re never finished growing or discovering new ideas.

People want to do business with those they like and trust

As a firm we manage investments across multiple asset classes and as individuals we are encouraged to think creatively to solve problems, explore opportunities, take on new responsibilities and challenges, put our clients first and contribute to our communities. We often measure success over years, not quarters. We value integrity in all that we do, whether it’s presenting numbers accurately or being open and honest with a portfolio company executive. People want to do business with those they like and trust. It’s a mantra instilled in all of us from the top down.
We are investors. But we're more than that.

Culture & Work Environment

For over 40 years, our collaborative approach continues to drive our culture.

At KKR, you'll find a team of curious, driven, dedicated and intelligent professionals who enjoy working together. We all work hard to create a friendly environment that encourages asking questions and reaching out to others.

Teamwork
No matter where you sit in the organization, you have the full resources, network, skills and expertise of everyone at KKR. Our firm-wide shared bonus pool means everyone's interests are aligned and invested in your success.

Entrepreneurial Spirit
Some of our best ideas come from giving people the time to explore, research and have conversations.

Integrity
It's at the heart of everything we do from our internal interactions to working with our portfolio companies. We're building relationships for the long term and that means aligning our interests with our investments and our investors.

Related Content
KKR Culture and Values
http://www.kkr.com/our-firm/kkr-culture-values
TEAMWORK & CULTURE

What makes KKR thrive

“I really enjoy the team dynamic that exists at KKR. Because we’re in industry groups, the firm feels a lot smaller from my perspective even though the PE group is much larger. I’m given a lot of responsibility and it’s very lean.”

Associate
Private Equity

“I’m getting exposure to leaders across various businesses that I wouldn’t get at a smaller shop that doesn’t have the same structure and collaboration. It’s unique to KKR.”

Principal
Client & Partner Group

“KKR is different as a junior team member. You’re not just a number cruncher. People come and ask you what you think and the Director or Partner asks you directly. Getting the chance to have this exposure makes the job challenging and exciting.”

Analyst
Private Equity

“If you really believe in something -- an idea or something you want to do or learn -- this is a place that gives you opportunities.”

Director
KKR Capital Markets

“This was very important when we started the firm that everyone would participate in absolutely everything we did. And here we are over 40 years later, and we have exactly the same culture point in place...If you don’t worry about who gets credit for something, it’s amazing what you can accomplish. It is so true today. And that’s the kind of people we have at KKR. They’re exceptional.”

HENRY R. KRAVIS | CO-CHAIRMAN AND CO-CEO
Your Impact

Working on a team here is collaborative, dynamic and entrepreneurial. You’ll be given room to explore new ideas and help from the entire firm to bring them to fruition. From day one, you’ll have access to and partner with senior leaders -- both internal and within our investments -- as you work on innovative and dynamic projects.

Because we invest in everything we do, everyone at the firm is committed to helping each investment succeed. Our teams -- no matter the asset class or allocation -- work together to bring their expertise to each investment.

We invest our own capital alongside the capital we manage for fund investors, meaning our interests are fully aligned with our limited partners and investments.

To be successful at KKR, you must have integrity, creativity, an entrepreneurial spirit and the drive to always learn and bring value to our portfolio companies, investors and partners.
Apart from the Rest

Responsibility
From the beginning, you'll be responsible for managing relationships with our portfolio companies, including interacting with our internal executives, CEOs, portfolio managers, legal counsel and others.

Collaboration
Our one-team approach means we're all aligned toward accomplishing the same goals. And we're committed to giving you the resources needed, which means you may be asked to lend your expertise to a project or team besides your own. But don't worry, they'll be there when you need them.

Opportunity
Want to move overseas? Take on a new responsibility? Learn a new industry or sector? We are a multi-disciplinary firm with global reach. We can help you achieve your career goals by giving you opportunities to grow, learn and develop with hands-on projects.

Beyond the work
At KKR, we are deeply committed to ensuring we are a firm that attracts, develops and retains the best possible talent. People are the most essential asset to ensuring outstanding performance and delivering superior returns for our investors. Our employee focused efforts are centered on four pillars.

Employee Health & Well-Being
Your physical, mental, and emotional health are important to us. Our range of programs are designed to take personalized and preventative steps, customized to your needs.

Strong, Inclusive Culture
We are global, we are inclusive, we support each other and we have unquestioned integrity. No one raises their hand and says “that’s my idea.” We rise and fall together.

Office Environment
Our office floor plans are unique to each city and designed for strong collaboration coupled with an entrepreneurial spirit.

Employee Engagement
Providing opportunities to socialize and build relationships with your colleagues and give back to your community in ways that are meaningful to you is just the beginning. We are constantly seeking ways to ensure employees are incentivized and motivated.

A few examples of our range of Health & Well-Being programs include: family planning, fertility support, adoption assistance, parental leave, nutrition support, and comprehensive health care plans.

Related Content
Read more about KKR 40 for 40, launched in celebration of our 40th Anniversary, Our Workplace and KKR Programs http://www.kkr.com/responsibility/communities
IN OUR OWN WORDS

Our blog at KKR.com features a range of people, perspectives, investments, and experiences from all parts of the firm. It offers short takes on not just what we do, but also who we are and how we think.

We believe our people represent some of the most exceptional and dynamic talent in our industry and we are proud to showcase their experiences and insights.

GET TO KNOW US
http://www.kkr.com/global-perspecies/kkr-blog

From London to Silicon Valley (and back): Top 5 Learnings from a Mobility Transfer at KKR

"I saw an opportunity to strengthen my technology knowledge and experience, expand my professional network, collect and share best practices between offices, and grow personally."

TOMAS KUBICA
Director, Private Equity

Growing Up as an Asian American and Key Takeaways from AAPI Month

"Internally, we talk a lot about the importance of listening and learning, and I have certainly experienced the power of that first hand. I was honored to participate in a panel discussion with my Asian American colleagues to discuss Asian American stereotypes and how these stereotypes have impacted our lives and careers."

CHRISTINE WONG
Associate, KKR Capital Markets

The Journey from Intern to Associate at KKR Capstone

"The people are my favorite part of the job; they are a group of incredibly talented, committed, focused, scrappy, ethical, diverse and humble individuals who constantly inspire and challenge me to become an increasingly better professional."

JAVIER JUSTINIANO
Principal, KKR Capstone

Our Commitment to Asia’s Long-Term Development

"Despite the challenges of the past year, we are heartened by the exceptional efforts...to creatively offer support for those in need. KKR cares deeply about the long-term development of the Asia Pacific and we remain highly committed to invest behind the people of the region and the communities we serve."

MING LU
Partner, Head of Asia Pacific

Making Workforces “Superhuman” and the Critical Role of CIOs in Driving Business Strategy

"There’s a really exciting opportunity at KKR to put us at the forefront of our industry by investing in technology, building world-class engineering capabilities, and adding more digital components to enhance almost every aspect of what we do. This is a great complement to our strong culture as a firm."

EMILIA SHERIFOVA
Partner, Chief Information & Innovation Officer

moody: Looking Ahead with Technology

"In tandem with high mobile internet penetration rates and the burgeoning influence of digital content platforms, these trends have led to a new wave of homegrown champions optimized for the digital economy. This was one of the reasons why we launched our Asia Next Generation Technology strategy, to capitalize on these attractive tech-focused investment opportunities in China and across the region."

KAREN ZHANG
Director, Private Equity
COMMITMENT TO DIVERSITY

Having employees with varied backgrounds, perspectives, skills and experiences helps strengthen our teams and our investment decisions.

2014 • Creation of the Inclusion & Diversity Council ("IDC")
The IDC and its advisory group possess distinctly global points of view and work to drive recruiting, promote retention, and maximize external partnerships.

2015 • Global Diversity Training
Initiated global training in this high priority area to senior executives and managers to promote true understanding about how diversity drives positive performance for KKR.

2016 • Integration Into KKR’s Strategic Plan
Formally incorporated inclusion and diversity into the Firm’s strategic planning process to encourage Partner and Senior Leadership accountability.

2017 • Launched Inclusion Network
The Inclusion Network seeks to foster greater inclusion, celebrate diversity and bring our employees together across regions and offices.

Increasing accountability for diverse candidate considerations and new programs supporting retention and development of diverse candidates.

Employee Diversity
Based on self-reported information. As of January 1, 2022.

- HUGs*: 12%
- Other*: 10%
- Asian: 21%
- Americas Only: 57%
- White: 57%

Global Gender Diversity
- 44% of our total workforce is comprised of women
- 24% of KKR Senior Executives are women

1. Historically Underrepresented Minorities, comprised of employees who identify as African American or Black, Hispanic or Latino, or Native American or Alaska Native.
2. Includes those who identify as two or more races, those who do not identify with the standard categories, or prefer not to answer.

Related Content
Read more on KKR’s Vets @ Work Program
https://www.kkr.com/our-firm/vets-at-work
Cultivating Partnerships

In an effort to enhance our diversity practices, brand and recruiting capabilities, we have identified and partnered with several leading diversity organizations. We seek to leverage our relationships with these organizations to access diverse talent, broaden our network and prospective stakeholder base, and brand the firm in the marketplace as an inclusive workplace.

DIVERSITY & INCLUSION ORGANIZATIONS
- Covalent
- EurOut
- Management Leadership for Tomorrow
- Out for Undergraduate Business
- Out on the Street
- Reaching Out MBA
- Sponsors for Educational Opportunity
- The Robert Toigo Foundation
- The Alumni Society

WOMEN'S ORGANIZATIONS
- 30% Club
- 30% Coalition
- 100 Women in Finance
- Alternative Investments Forum & Council
- Association for Women in Finance
- Black Women in Asset Management (BWAM)
- Code First: Girls
- Financial Women’s Association (Singapore)
- Girls Who Invest
- Girls Who Code
- Level 20
- Private Equity Women Investor Network (PEWIN)
- The Women’s Foundation Hong Kong
- Women’s Alternative Investment Summit
- Women’s Private Equity Summit
- Women in Private Equity

SELECTED AWARDS
- 2019 Certified Great Places to Work
- 100% Score for Best Places to Work for LGBT Equality – Human Rights Campaign, Corporate Equality Index
- Gold Recognition for Workplace Health Achievement by the American Heart Association
- Top 100 Adoption-Friendly Workplace by Dave Thomas Foundation for Adoption

For other awards and more information, please click here