

Europe's Leading Investment Training Program Needs Your Help to Create a Million New Investors. Are You The Right Person for the Job?

You've proven yourself as a portfolio manager, investment analyst, wealth manager, or other investment professional.

You understand stocks, bonds, volatilities and Sharpe ratios.

You've read Jack Bogle's books and you're passionate about index investing (it's how you invest your own money).

But you'd love to explore a career outside the traditional corporate banking or investment fund environment –

where instead of selling expensive investment products to people who don't understand them –

and wasting time in endless meetings, bureaucracy, and compliance procedures –

you could make a real difference for people.

If you're interested in an opportunity to:

- Partner with an experienced financial professional who was the first CEO of INDEXO and started his career on Wall Street
- Help thousands of beginning investors all over Europe master ETFs & index funds and overcome their worries, doubts and fears around investing
- Participate in the explosive growth of the largest English-language YouTube channel for investors in Europe
- See up close the workings of a multi-7-figure online education business
- Become part of an outstanding, welcoming team

... then this page could literally change the course of your career. *But only if you keep reading.*

Who We Are

In 2020, Toms Kreicbergs quit his job as the first CEO of the INDEXO investment company (now a bank listed on Nasdaq Baltic)

Since then, he has built what is probably the number one investment training program in Europe – the Index Masterclass – with over 8000 paying members in 36 different countries, as well as the program's Latvian version Neatkarīgais Investors.

Under the name Tom Crosshill, he has also developed an educational YouTube channel that gets around a million views a month and is the largest English-language channel dedicated to investing for Europeans.

His company, Crosshill Global Solutions, has 13 team members and helps busy Europeans go from 0 to confident investors in just a few weeks.

Our mission is to kickstart a European investor movement and create a million new investors in the next 5 years.

As our training program grows, Tom needs help with coaching our members and answering their investment questions (**important** – without giving investment recommendations or breaching other legal limitations).

That's why we want you to join our team as **Investment Trainer & Coach**.

About the Role

As the Index Masterclass program rapidly grows, adding hundreds of new students every month, we want the student experience to get better, not worse.

This is where you come in.

1. To start with, you will help Tom answer student questions and coach training members to overcome their doubts and uncertainties as beginning investors.

This will include:

- Answering questions in simple, easy-to-follow language with no financial jargon
- Sticking to evidence based answers that fit the ETF & index investing system taught by Tom
- Helping members overcome their fears and uncertainties
- Without giving investment recommendations, financial advice or tax advice

2. Next, you will take ownership of all Index Masterclass and Neatkarīgais Investors course materials. It will be your responsibility to check that all course presentations, spreadsheets, worksheets and other materials are updated and organized.

3. You will perform an annual research of brokerages and investment platforms following our pre-established principles. And you will coordinate with our external tax advisors our annual research into investment taxes in 34 European countries.

4. You will perform weekly monitoring of financial press and financial market developments to identify news items that should be addressed with our program members and suggest current topics to be covered on Tom's YouTube channel.

5. As time goes on, you may grow into public responsibilities such as leading student Q&A sessions and teaching workshops.

6. You may also have the opportunity to design new course materials and/or write new educational content (blogs, emails, YouTube scripts etc) for our business.

If that sounds like a lot, that's because it is.

So what's in it for you? Why would you want to join us?

5 Reasons to Join Crosshill Global Solutions as Investment Trainer & Coach

1. Make a real difference for thousands of people all over Europe

The work we do literally changes people's lives.

We enable regular people all over Europe to become confident passive investors (check out their feedback on our [Trustpilot page](#)).

And over the years this will make a massive difference here in Europe.

2. Do interesting, creative work

Face it, much of the work in finance is pretty dull.

It's spreadsheets, Powerpoint presentations, AML procedures, and endless meetings.

What we do is completely different.

We bring essential investing skills to life in creative ways – through YouTube, Instagram, emails, training courses.

We're constantly learning, not just about financial markets but also about content creation and online education and much more.

With us, life is never boring.

3. Jump into a successful fast-growing company

Over the past 5 years, Crosshill Global Solutions has grown to multiple seven figures in annual revenues, with a full time team of 13 – and we're not stopping.

If you want to see up close what it takes to scale a new company to 7-8+ figures per year, this is your chance.

You will work closely with Toms Kreicbergs / Tom Crosshill, who previously co-founded a company that is now traded on Nasdaq Baltic.

If you have any business ambitions of your own, it will be a tremendous education.

4. Join a fantastic team in person in Riga, Latvia

Our team believes in:

- Making a real difference for our students and audience
- Having really high standards for everything we do
- Being kind and welcoming to each other
- While giving honest constructive feedback and growing fast
- Working really hard at the office – and leaving work behind when at home

For most of us, this is the most friendly and welcoming place we've ever worked.

What We Expect From You

- You have professional investment-related experience at a regulated financial firm (bank, brokerage, wealth manager, etc)
- You have a passion for evidence based investing and ETFs / index funds
- You invest your own savings using ETFs / index funds
- You have a decent understanding of investment taxes
- You know how to explain complex financial concepts in simple words
- You love helping people get started with investing
- You enjoy teaching and public speaking
- You have top-notch English and Latvian language skills (we work in both languages)
- You are detail oriented and care deeply about doing things right (observing limitations set by law and compliance rules)
- You take personal responsibility for your work and don't like giving excuses
- You are driven to learn, grow, and be successful

Depending on your level of skill and experience, we offer a monthly salary of €3'000-€6'000 before taxes for a full time role.

The lower end of the range would apply for juniors with a few years of professional finance experience.

The upper range applies for people with extensive experience or proven track record (e.g. large social media presence, popular publications, etc).

We are open to discussing a part-time arrangement with the right candidate.

This is NOT for you if:

- You are an active trader or stock picker
- You believe market-beating strategies are realistic for most people
- You focus on individual stocks, crypto speculation, or complex trading strategies
- You enjoy financial jargon, advanced models, or “sounding smart” more than being clear
- You don't personally invest using ETFs and index funds
- You want to manage portfolios, give personal investment advice or optimise taxes for individuals

Next Steps

If you'd like to explore this opportunity further, **please follow these instructions carefully:**

1. Prepare your CV and motivation letter in PDF format
2. The file name should be John Smith CV.pdf and John Smith Motivation Letter.pdf
3. Email both documents to info@crosshilltraining.com with the subject line “Instructor Application”
4. If there is a fit, we will set up a preliminary phone interview
5. If that goes well, we'll invite you to meet Tom in our office
6. We may ask you to complete a paid test assignment