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Raymond has extensive international experience in human capital development and talent management. His book 'The Business of Ethics', contains a unique perspective on how organisations should rethink what they are doing about ethics.

He has held senior roles within the European financial services industry, including tenures as Global Head of Learning at ABN AMRO NV Bank and Lloyds Banking Group in the UK. From 2012-2018 he was former Chief Executive Officer of the Asian Institute of Finance, a think tank established by the Central Bank of Malaysia and the Securities Commission focussed on the financial services industry, reporting to the Governor of the central bank of Malaysia.

Raymond has also held a number of academic appointments at London Business School, Cass (now Bayes) Business School, École Supérieure de Commerce de Paris and currently as full professor at Edinburgh Business School. He teaches senior executives and on the executive MBA in Malaysia. He is also an executive coach for C suite professionals and a freelance consultant.