



## **Associate Position Description**

### **McCarthy Capital Overview**

McCarthy Capital is a private equity firm focused exclusively on lower middle market companies with annual revenue of at least \$10 million. Headquartered in Omaha, the firm's Investment Team manages more than \$1.5 billion of investment capital. We make control or substantial minority investments of \$15 million to \$75 million of equity in a mix of growth equity, management buyouts and recapitalizations.

For more than thirty years, the McCarthy organization has been partnering with founders, families and exceptional management teams to support the growth of their companies. We seek companies with attractive growth prospects, established profitability and proven management who are typically direct owners in the business with material capital at risk.

Our Mission is to build businesses in partnership with management teams pursuing a variety of strategies for creating long-term value. Our Core Values are Integrity, Rigor, Results and Relationships.

### **The Position**

McCarthy Capital is currently looking to hire an Associate to join our team in Omaha starting summer 2021. This program is designed for individuals who, after approximately two years with the firm, plan to pursue an advanced degree (i.e., MBA) or other professional endeavors.

### **Responsibilities**

- Develop dynamic financial models and perform ad hoc financial forecasting, analyses and modeling
- Facilitate making important business and investment decisions
- Conduct financial and business diligence (e.g. industry analysis, competitive position, growth prospects) and evaluate new product development and acquisitions
- Participate in strategic planning and budgeting processes
- Play a supporting role in the evaluation, structuring and financing of investments
- Interact frequently with the most senior members of the firm
- Assist in all aspects of the private equity investment process
- Prepare management reviews, industry overviews, expected return scenarios and present findings to senior personnel
- Participate in the on-going management and monitoring of both financial and operational aspects of portfolio investments and development of reports and other communications to investors
- Participate in additional projects as required

## **Personal Characteristics**

- Thrive in an entrepreneurial environment, working within a small deal team
- Energetic team member with presence and professionalism who builds respect with others
- Demonstrated ability to deliver top-quality support and services in a responsive and hands-on manner
- Self-motivated
- Excellent organizational, analytical and time-management skills, as well as an ability to communicate effectively with staff and management
- Superior attention to detail
- Ability to work in a fast-paced, dynamic setting and to handle multiple projects at a time
- Confident, outgoing and self-aware

## **Background and Credentials**

- College degree and a distinguished academic background (degree in accounting, finance or economics preferred, but not required)
- Two-to-four years in an investment banking, commercial banking, private equity or professional services firm offering relevant experience
- Advanced Excel, strong financial modeling and valuation skills
- Basic understanding of private equity related terms and concepts (J-curve, IRR, ROI, carried interest, preferred return, etc.)
- Proficiency with Microsoft Office applications
- Strong quantitative skills
- Strong understanding of applied investment and valuation analysis
- Track record of personal accomplishments

For more information, please send your resume to: [info@mccarthycapital.com](mailto:info@mccarthycapital.com)

# McCarthy Capital Core Values & Behaviors



<p><b><i>Integrity</i></b> We are honest, principled and fair.</p>	<ol style="list-style-type: none"><li>1. We strive to make the right decisions, not necessarily the easy ones.</li><li>2. We communicate honestly, directly and authentically.</li><li>3. We treat all stakeholders fairly; we desire long-term, mutually beneficial relationships.</li><li>4. We do what we say we will do.</li><li>5. We give more than we take.</li></ol>
<p><b><i>Rigor</i></b> We work hard, are probing, strive for excellence and have deep technical expertise.</p>	<ol style="list-style-type: none"><li>1. We have a strong work ethic.</li><li>2. We ask probing questions and examine situations from multiple perspectives.</li><li>3. We exercise intellectual rigor and are comfortable being challenged.</li><li>4. We have deep technical experience, yet we are genuinely interested in learning and growth.</li><li>5. We display emotional and social intelligence in our interactions.</li></ol>
<p><b><i>Results</i></b> We are accountable, add value and achieve growth.</p>	<ol style="list-style-type: none"><li>1. Our people are self-directed and take full ownership of their responsibilities.</li><li>2. We constantly strive to create value and improve.</li><li>3. We go above and beyond to produce the highest quality work.</li><li>4. We finish what we start, and deliver in a timely manner.</li><li>5. We balance independent work with a high degree of collaboration.</li></ol>
<p><b><i>Relationships</i></b> We build and maintain trusted partnerships, internally and externally.</p>	<ol style="list-style-type: none"><li>1. We invest in partnerships - relationships based on trust and competence are imperative to achieving mutual objectives.</li><li>2. We are truthful and respectful in communicating with others.</li><li>3. We build rapport such that others are eager to work with us.</li><li>4. We exercise self-awareness and self-management.</li><li>5. We strike the right balance between challenging and supporting each other.</li></ol>