



McCarthy
Capital

Director, Portfolio Management Position Description

McCarthy Capital Overview

McCarthy Capital is a private equity firm focused on lower middle market companies with annual revenues of at least \$10 million. Headquartered in Omaha, the firm's Investment Team manages nearly \$3 billion of investment capital. We make majority or minority equity investments of \$30 million to \$125 million in a mix of growth equity, management buyouts and recapitalizations.

For more than 35 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 seeking potential candidates for a Director, Portfolio Management position in our Omaha office. This role is intended for candidates with at least 5 years of experience in consulting, operations, data analysis, and/or KPI reporting. This position will office in Omaha and we prefer a candidate with strong ties to the region.

Responsibilities

- Support McCarthy Capital's value creation process by collecting portfolio company data, analyzing the data and organizing for internal and external parties
- Develop and drive critical value creation initiatives for portfolio companies, in partnership with investment team members and portfolio company executives
- Advance and improve the firm's value creation playbook
- Collect, organize and analyze portfolio company financial and KPI data
- Develop sector and aggregate benchmarking analysis and reporting across firm's investment portfolio
- Execute on specific projects to build and enhance the firm's best practices across its investment strategy
- Complete quarterly and ad hoc analysis on the McCarthy Capital portfolio and report findings to the firm's principals
- Support the evaluation of new and add-on investment opportunities
- Participate in the on-going management and monitoring of both financial and operational aspects of portfolio investments

Personal Characteristics

- Thrive in an entrepreneurial environment, working within a small team
- Excellent organizational, analytical and time-management skills
- Outstanding interpersonal and written communication skills
- Ability to work in a fast-paced, dynamic setting and concurrently handle multiple projects
- Demonstrated ability to deliver top-quality work
- Superior attention to detail
- Energetic team member with presence and professionalism
- Self-motivated and hardworking
- Confident and self-aware
- Overall fit with our Core Values

Background and Credentials

- Distinguished academic background
- MBA or equivalent graduate degree recommended but not required
- Five plus years of equivalent experience
- Track record of achievement and leadership
- Strong quantitative and analytical skills
- Strong consultative and communication skills
- Comprehensive understanding of private equity and investment related terms and concepts
- Proficiency with Microsoft Office applications

For more information, please send your resume to: info@mccarthycapital.com

McCarthy Capital Core Values & Behaviors



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