



## **Senior Associate 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 more than \$4 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 thirty five 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 Senior Associate position in our Omaha office. This role is intended for post-MBA candidates (or equivalent graduate degree) seeking a long-term career in private equity. The opportunity is ideal for professionals with three to six years of experience in private equity, investment banking, corporate development, management consulting and/or principal investing. This position will office in Omaha and we prefer a candidate with strong ties to the region.

### **Responsibilities**

- Develop relationships with intermediaries, investment bankers and company executive teams in order to originate new investment opportunities
- Work closely with McCarthy Capital principals to analyze investment opportunities, to conduct financial and business diligence (e.g. assessment of products/services, industry analysis, competitive position, growth prospects) and to evaluate acquisitions and other growth initiatives
- Play a critical role in the structuring and financing of investments
- Participate in the on-going management and monitoring of both financial and operational aspects of portfolio investments, including strategic planning and budgeting
- Oversee quarterly valuation analysis and development of reports/communication to investors
- Take on additional projects as required

## **Personal Characteristics**

- Thrive in an entrepreneurial environment, working within a small deal team
- Excellent organizational, analytical and time-management skills
- Outstanding interpersonal as well as oral 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
- Excellent relationship building skills
- Confident, outgoing and self-aware
- Overall fit with our Core Values

## **Background and Credentials**

- Distinguished academic background
- MBA or equivalent graduate degree
- Three to six years of experience in private equity, investment banking, corporate development, management consulting, principal investing or other highly relevant work
- Track record of achievement and leadership
- Strong quantitative and analytical skills
- Strong financial modeling, valuation and accounting 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](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>