



## **Senior Associate, Investments (Contract)**

Social Capital Partners (“SCP”) is looking for a Senior Associate to help our organization complete an alternative kind of private equity investment – one that results in employee owned companies. This role is a 6-12 month contract, designed as a secondment opportunity but open to all types of candidates. The term may be extendable or convert into a full-time role depending on the outcome of our transactions and the candidate’s employment status.

The ideal candidate for this role would be capable of supporting SCP throughout the entire transaction process, but with particularly strong experience in financial due diligence at a leading accounting firm. They will also have the opportunity to contribute to our broader work on wealth inequality on an as-needed (or interested) basis.

### **Who we are**

Founded in 2001 by entrepreneur and philanthropist Bill Young, SCP develops creative, market-driven solutions to systemic social problems. And then we try to make them real. SCP is independently funded, which allows us to take risks that others won’t.

SCP has spent the last year exploring how institutional capital can be used to broaden financial outcomes in large private companies. During this process we identified employee ownership as an investable opportunity for institutions, with a proven transaction structure, compelling tax incentives and a robust support ecosystem. However, traditional fund managers lack the incentive to invest in employee ownership transactions, so they’re generally uncommon. SCP was designed to address situations like this. We recently received institutional backing to pursue initial transactions, and are currently in the process of building a pipeline of investment opportunities.

While issues we’re tackling are serious, we don’t want our work lives to be overly so. Our work is hard and complex, and it often feels like we’re pushing balls up what seem to be never ending hills. So, we try to keep the office light and fun and our team quirky and accessible. We want to be able to talk to our friends and neighbours about what we do, so we avoid jargon at all costs. People who work here come from all sorts of backgrounds, and we think that helps us reach a broad audience with our ideas.

## **What's in it for you?**

You will have the opportunity to help prove that employee ownership can be a viable alternative to traditional private equity transactions. In doing so, you'll have a direct and material impact on the financial well-being of employees, which may serve as the basis for a bigger platform for these transactions to occur at scale. You'll be able to apply your entrepreneurial mindset to devise and test ideas that, if successful, may have global applicability. In the process you will also work with leaders from all sectors: private, government and non-profit.

We bet you'd also like to get paid. We'd like that too. The salary on offer is competitive, commensurate with experience.

## **You will spend your days**

- Developing an understanding of a range of sectors
- Analyzing historical financial results through reviewing accounting records (i.e. financial statements, trial balances, general ledgers)
- Forecasting financial performance for target companies based on past performance, industry trends and business plans
- Interviewing business owners and management teams as a part of due diligence
- Participating in internal and external discussions on deal structuring
- Learning about best practices in employee ownership

## **What skills we are looking for**

- Detailed accounting knowledge, including the ability to normalize earnings as well as assess key contractual obligations, accounting policies and management controls.
- Strong financial modeling skills, including the ability to develop complex models with dynamic functionality for forecasting, sensitivity analysis and stress testing
- Understanding of different valuation methodologies including discounted cash flow, trading comparables, and transaction precedents.
- Comfort with Microsoft Office, and in particular completing data analysis in Excel and creating presentations in PowerPoint.
- The ability to produce clear and concise insights and a knack for talking to non-subject expert audiences in an accessible way.
- Strong attention to detail, organizational and learning skills.
- Self-starter who can work independently and within a team.

## Who you are

- You have completed post-secondary education in business administration
- You have a minimum of 1 year of experience in a transaction advisory role (sell-side or financial due diligence)
- You recognize there are problems with the current economic structure and are interested in solutions that can address them.
- You are willing to challenge things you don't agree with, but are not dogmatic and open to changing your view in the face of a better argument.
- You are comfortable with ambiguity and able to create useful work for yourself.
- You are willing to take risk and embrace failure.

## Bonus points for...

- Demonstrated interest in wealth inequality, or related topics
- Prior experience with a buy-side private investment firm
- Completed Chartered Professional Accountant (CPA) designation

## Perks

- Receive guidance and mentoring from senior leadership
- Opportunity to meet leaders in the fields of philanthropy, impact investing and social innovation
- A great office in a nice part of Toronto – Spadina and Adelaide
- Competitive salary

## How to apply

Please send your cover letter and resume to [careers@socialcapitalpartners.ca](mailto:careers@socialcapitalpartners.ca). Applications will be accepted on a rolling basis. While we are flexible on start date, we have a preference to start as soon as possible.