



Job Description – Investing Team

Location: Chicago

Opportunity: To join a 20-year old private equity firm with the objective of growing into a Partnership role. This person will be part of a ten-person investing/operating team investing Fund V.

Location: The position is Chicago-based with operations primarily in Chicago, and ultimately Throughout the Midwest.

Title: VP/Senior Associate depending on experience and qualifications. Reports to Partners.

Company: High Street Capital (www.HighStreetCapital.com) is a 20-year old, operations oriented private equity firm focused on acquiring, recapitalizing or providing growth equity capital to businesses with revenue between \$10mm and \$100mm and located east of the Rocky Mountains. High Street Capital has the flexibility to invest equity capital on a control or non-control basis depending upon the owner's objectives. High Street Capital is currently investing its fifth committed fund of \$165 million.

Strategy: High Street Capital's strategy is to find unique companies and build them. We do this through refining the strategy, building or re-shaping the team to execute that strategy, and by improving operations.

Industries: Outsourced business and commercial services, niche manufacturing and value-added distribution and logistics. We do not focus on retail, consumer branded products, larger capital equipment manufacturers, entertainment, banking or real estate.

Compensation: Commensurate with experience. Will include salary and cash bonus. Potential for carried interest based upon experience and performance.

Benefits: High Street Capital provides a competitive benefits package. This includes a high deductible medical plan through Aetna. Dental and vision are also available. High Street Capital will provide a discretionary SIMPLE IRA match.

Key Responsibilities

- Managing a marketing territory with a goal of sourcing and evaluating relevant new investment opportunities

- Determining valuation and structure recommendations
- Managing and coordinating the diligence process
- Executing new investments, recap, or sale transactions in coordination with senior professionals
- Managing and coordinating attorneys, accountants, consultants, lenders, and other service providers
- Leading the creation of financial models, data analytics, investor presentations, and investment committee materials
- Monitoring portfolio companies and assisting management teams with strategic, financial, and operational initiatives
- Understanding and overseeing both the “in the weeds” details and level perspective
- Performing market research, attending industry events, and developing sound investment theses
- Assisting with other functions as requested, including the creation of tools/templates, marketing materials, press releases, other brand building activities, recruiting, and internal processes

Education, Experience, and Skills

- A bachelor’s degree and MBA (preferred but not required) with an outstanding academic record from highly respected institutions
- At least five years of relevant experience, including i-banking, principal investing, subordinated debt/cash flow lending or other similar roles
- Strong problem-solving, analytical, and modeling skills; ability to understand and consider a wide range of financial, operational, strategic, human, and ethical matters; naturally a systems thinker
- A collaborative working style in step with a partnership model
- Ability to synthesize, aggregate, and parse high volumes of information that may be incomplete or irrelevant and recommend actions that are in accordance with the firm’s vision, strategy, and values
- Ability to thrive in an unstructured environment without rigidly defined procedures
- An authentic interest in business operations and working with management teams to improve them
- Excellent verbal and written skills with the ability to comfortably communicate with multiple personality types
- A consistent track record of being an extraordinary performer

The Successful Candidate's Mindset

- Curiosity and open-mindedness; continuous learning and continuing to ‘sharpen the saw’
- Orientation toward others with a personal humility that elevates those around him/her

- Willingness to make short-term sacrifices that result in greater long-term rewards
- High emotional intelligence to corral divergent perspectives in uniting toward a purpose
- Championing a values-centric, collaborative approach
- Balancing advocacy with inquiry
- Seeking accountability/responsibility while exercising self-awareness to know when help is needed
- Sound judgment in knowing which leadership approaches best fit specific circumstances
- Uncompromising attention to detail that inspires confidence
- Authenticity that results in efficiency and learning opportunities
- Producing excellent work at all times whether anyone will know or not

All inquiries will be kept strictly confidential. Please submit by email to Rob France at Rob@HighStreetCapital.com