



NEW ISLAND
CAPITAL

Managing Director, Private Equity

2021

The Company

Company	New Island Capital Management, LLC
Company Headquarters	San Francisco, California
Year Founded	2006
Employees	25
Website	https://www.newislandcap.com/
Management Team	https://www.newislandcap.com/about-us/our-team/
Company Overview	<p>About New Island Capital</p> <p>New Island Capital Management LLC (NICM) is an impact investment advisor supporting a substantial, institutional-scale, 100% impact-focused portfolio. Based in San Francisco, New Island utilizes a patient, disciplined approach in deploying capital – at scale – to generate risk-adjusted financial returns across multiple asset classes, while simultaneously delivering positive social and environmental outcomes. New Island seeks direct relationships with entrepreneurs and communities globally to support the natural emergence of a new paradigm in sectors such as health & wellness, sustainable agriculture, environmental protection, renewable energy, and sustainable communities.</p>

The Position

Position Title	Managing Director, Private Equity
Location	San Francisco, California
Reports To	Chief Executive Officer and Chief Investment Officer
Direct Reports	Vice President, Senior Associate, and Associate, Private Equity Team
Position Summary	<p>The Managing Director of Private Equity (“MD”) will report to the Chief Executive Officer. The MD will lead a team of Associates, Senior Associates, Vice Presidents and/or more senior investment professionals to manage a large and diverse portfolio.</p> <p>The MD will develop investment strategies across growth equity, project finance, and structured debt to pursue mostly direct investment opportunities across multiple industries. The MD will develop deep industry knowledge in target sectors and source new transaction opportunities through a broad professional network. The MD will manage due diligence, structuring/negotiating, and closing new deals. Post-closing, the MD will hold</p>

Board seats and work with the Private Equity team to monitor, manage, and add value to portfolio companies through exit.

The MD serves in a company-wide leadership role as a member of the Senior Leadership Team and the Investment Committee. As a leader, the MD contributes thought leadership across New Island's investment program, asset classes and impact themes. The MD works to foster a healthy workplace culture through mentorship and professional development as well as support of New Island's diversity, equity and inclusion goals.

Responsibilities

The primary accountabilities for the Managing Director, Private Equity include:

- Drive the growth and management of a diverse private equity, project finance, and structured debt portfolio
- Leadership of a small, high achieving team involved in all aspects of the deal cycle.
- Utilize deep and broad network of relationships to source high quality, risk mitigated, market rate investment opportunities across New Island's core social & environmental impact themes, with a particular focus on working with underrepresented entrepreneurs and communities and fostering employee ownership
- Structure and close a mix of the following deal types based on company needs related to short-term yield and long-term capital gains:
 - Growth equity, including convertible preferred, participating preferred, and other preferred structures
 - Project finance, including dividend-yielding preferred equity, common equity, and complex project debt investments
 - Structured debt, including subordinated debt, mezzanine debt, senior secured debt, and revolving facilities, and including features such as warrants and various fee structures
- Pursue transactions across industries, globally (currently mostly within North America, Latin America, Africa and Europe), using multiple currencies, and across a range of risk/return profiles
 - Key industries: environmental sector, sustainable food & agriculture, education, health & wellness, financial inclusion, renewable energy, infrastructure, economic development, sustainable transportation, and other sectors offering social or environmental benefits
 - Strong interest in working with diverse and underrepresented entrepreneurs and communities, supporting structures that advance employee ownership and community development.
- Hold Board seats to add value to portfolio companies, and work constructively with lenders to portfolio companies as well as other shareholders and stakeholders
- Demonstrate strong investment judgement, balancing the company's risk posture with desire for financial upside
- Maintain relationships with co-investors, lenders, management teams, and fellow Board members, and communicate frequently with associated stakeholders
- Participate in the New Island Senior Leadership Team and Investment Committee; serve as mentor, champion and culture carrier promoting a positive and collaborative work environment

The Person

Pivotal Experience & Expertise

The successful candidate will have the following Pivotal Experience:

- **Approximately 10+ years of successful direct private equity investing**, with consideration for project finance and structured lending experience.
- **Full direct deal cycle experience**, including strategy setting, sector evaluation and investment thesis development, sourcing, structuring, performing due diligence, legal documentation, closing, portfolio management, and exits
- **Strong sourcing network and ability** to cultivate new, productive relationships
- Ability to structure investments creatively using both debt and preferred equity securities
- **Strong, detailed understanding of project finance**, including financing structures, tax equity structures, government incentives, and regulatory considerations
- **Longstanding experience as a member of multiple Boards of Directors**, with strong examples of value-added contributions to Board decision-making and fruitful collaboration with management teams
- Track record of strong realized returns
- Experience operating in domestic, international, and emerging market contexts preferred
- Ability to demonstrate a creative, flexible, resourceful, and disciplined approach to driving a complex mission-driven investment program
- Excellent oral and written communication skills
- M.B.A. or graduate degree in finance preferred
- **Most importantly, the MD will have the highest standards of personal and professional ethics and integrity**, as well as a strong work ethic and “team player” mentality

Leadership Capabilities

The successful candidate will have the following leadership traits and capabilities:

Compassion

- Genuinely cares about people; is concerned about their work and non-work problems; is available and ready to help; is sympathetic to the plight of others not as fortunate; demonstrates real empathy with the joys and pains of others.

Creativity

- Comes up with a lot of new and unique ideas; easily makes connections among previously unrelated notions; tends to be seen as original and value-added in brainstorming settings.

	<p>Supports Diversity</p> <ul style="list-style-type: none"> Treats all kinds and classes of people equitably; deals effectively with all races, nationalities, cultures, disabilities, ages and sexes; supports variety and diversity without regard to class; supports equal and fair treatment and opportunity for all. <p>Ethics and Values</p> <ul style="list-style-type: none"> Adheres to an appropriate (for the setting) and effective set of core values and beliefs during both good and bad times; acts in line with those values; rewards the right values and disapproves of others; practices what he/she preaches. <p>Interpersonal Savvy</p> <ul style="list-style-type: none"> Relates well to all kinds of people, up, down, and sideways, inside and outside the organization; builds appropriate rapport; builds constructive and effective relationships; uses diplomacy and tact; can diffuse even high-tension situations comfortably. <p>Drive for Results</p> <ul style="list-style-type: none"> Can be counted on to exceed goals successfully; is constantly and consistently one of the top performers; very bottom-line oriented; steadfastly pushes self and others for results.
<p>Culture Fit & Impact</p>	<ul style="list-style-type: none"> Integrity. Acts in a highly ethical fashion. Client Focused. Enables the team to try new things to ensure the organization remains truly client-centric. Accountability. Creates a culture of accountability to ensure delivering of world-class products and services. Teamwork. Creates an open and transparent environment in which diverse experience, skill-sets and individuals can team together to drive optimal outcomes. Positive spirit/vitality. Creates an environment where there is teamwork, mutual support and cooperation between and among all. Where people are fun to be around, proud of what they do and willing to achieve beyond normal expectations.

Engagement Team

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Heidrick & Struggles serves the executive leadership needs of the world's top organizations as a trusted advisor for leadership consulting, culture shaping, and senior-level executive search services. Our data-driven solutions empower senior executives and boards of directors to transform their organizations by leveraging top talent and accelerating performance across all layers of the business.