



New Island Capital Management Managing Director, Private Credit

Position Specification



NEW ISLAND
CAPITAL



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Position Specifications

Role Specifics	
Position	Managing Director, Private Credit
Company	New Island Capital Management LLC
Location	San Francisco, CA
Reporting Relationship	CEO
Website	https://www.newislandcap.com/

Company Background

New Island Capital Management LLC (NICM) is an impact investment advisor, operating a substantial, institutional-scale, 100% impact-focused portfolio. Based in San Francisco, NICM 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 pursues a triple bottom line investment strategy: investing to achieve financial, social, and environmental benefit that will advance social justice, economic empowerment, environmental sustainability and regeneration, and meeting human needs. New Island focuses on investing where positive impact and positive financial performance are convergent with the goal to reduce or eliminate the trade-off between impact dimensions and financial performance. New Island is committed to new paradigm thinking and ways of operating and seeks to invest in other companies that think and operate in similar ways.

Position Description

This is a compelling opportunity for an inventive dealmaker to build and manage a broad and diverse portfolio, and to further build a team around the creative deployment of capital to mission-aligned businesses. As a member of the Senior Leadership Team, this person will also play a company-wide leadership role, fostering an impact-oriented culture among a team of ambitious changemakers. The Private Credit team is collaborative,



nimble and hands-on, expecting the Managing Director's leadership and expertise across the full deal cycle. The Private Credit portfolio itself encompasses a wide variety of loan types and risk profiles across a global and diverse spectrum of industries.

NICM's lending approach is characterized by innovation, creativity, and flexibility, with an opportunity to create highly customized and tailored solutions. The Managing Director will work closely with borrowers to design financial solutions unique to their situations, addressing risk in imaginative ways; as such, this role places a premium on deep borrower relationships, rigorous underwriting and quantitative analysis, and an adaptable solutions-oriented mindset. Within the portfolio, the Managing Director will find broad latitude to shape strategy, develop deal sourcing networks, and negotiate the best transactions possible, and will enjoy a highly deliberative decision-making process with New Island's investment committee.

Key Responsibilities

- Mentor and lead a high achieving team across ALL aspects of the deal cycle, including: strategy/positioning, deal sourcing, diligence, structuring, synthesizing/recommending, post-investment management, restructuring and workouts
- Grow and manage a diverse private credit portfolio:
 - Lending is across industries, global (currently mostly within North America, Latin America, Africa and Europe), multi-currency, and across a range of risk/return profiles
 - Key industries include: food & agriculture, renewable energy/energy access, economic development, education, sustainable transportation, and financial intermediaries
 - Loan types include: corporate/business, receivables/inventory, revolving facilities, warehouse loans, subordinated debt, real estate debt, other asset financings, loans to intermediaries, and other cash flow-based and/or collateralized instruments
- Quickly learn new industries, conduct business analysis, and structure deals creatively so as to both achieve social and environmental change and generate appropriate financial returns
- Develop and maintain deep relationships with borrowers and communicate frequently with a multitude of stakeholders
- Mitigate risks via fundamental business due diligence, loan structuring based on diligence insights, and high-touch borrower relationships
- Advance transactions through New Island's investment committee process

Professional Experience/Qualifications

- Minimum of eight years of direct lending/credit analysis experience and/or experience evaluating and comparing non-investment grade securities
- Full deal cycle experience, including negotiating deals and managing loans post-closing



- Demonstrated experience in their own initiative regarding impact investing
- Strong sourcing network and ability to cultivate new, productive relationships, especially in impact investment circles
- Strong quantitative, analytical, and underwriting background
- Comfortable working in a dynamic, entrepreneurial environment without the analytical support or infrastructure generally available in larger organizations
- Experience operating in international and emerging market contexts preferred
- Candidates must demonstrate the potential to be creative, flexible, resourceful, and disciplined in supporting a complex mission-driven investment program
- Excellent oral and written communication skills
- M.B.A. or graduate degree in finance preferred, but may be substituted with equivalent experience
- Most importantly, the successful candidate will have the highest standards of personal and professional ethics and integrity, as well as a strong work ethic and “team player” mentality

EDUCATION

- A Bachelor’s degree from an accredited four-year college or university is required, ideally with major course work in finance, economics, public policy or environmental studies.
- An advanced degree in business, finance or equivalent professional qualifications demonstrating impact investment knowledge is highly preferred.

COMPENSATION

Compensation will be competitive and commensurate with experience.

Korn Ferry Contacts

Gloria Mirrione
Sector Leader, Asset Management
212-973-5881
Gloria.Mirrione@kornferry.com

Kate Shattuck
Senior Client Partner
202-955-0913
Kate.Shattuck@kornferry.com



Henry Young
Senior Recruiter
212-973-5859
Henry.Young@kornferry.com

About Korn Ferry

Korn Ferry is a global organizational consulting firm. We help clients synchronize strategy and talent to drive superior performance. We work with organizations to design their structures, roles, and responsibilities. We help them hire the right people to bring their strategy to life. And we advise them on how to reward, develop, and motivate their people.



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