



NEW ISLAND  
CAPITAL

**ASSOCIATE, PRIVATE CREDIT**  
**New Island Capital Management LLC**  
San Francisco, CA

**NEW ISLAND CAPITAL MANAGEMENT LLC**

New Island Capital Management LLC (New Island) is an impact investment advisor, and its institutional-scale 100% impact-focused portfolio places it among the world's largest in this category. Based in San Francisco, New Island utilizes a patient, disciplined approach 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 SUMMARY**

The New Island Private Credit team seeks to deploy debt capital to support mission-focused growth companies; our ability to structure credit to meet specific borrower needs allows New Island's relationships to evolve as our partners' businesses grow. The Associate of Private Credit (Associate) will support mission-aligned investments in community-based forestry, sustainable & regenerative agriculture, and environmental markets, with a focus on investment research, due diligence, financial modeling and analysis, and investment memorandum writing. The Associate will also assist with transaction closing and post-investment management of direct and fund investments.

**RESPONSIBILITIES**

- Structure and undertake rigorous due diligence on proposed transactions; draft thesis-driven diligence frameworks; propose strength/sustainability of competitive advantage; identify business and financial risks within complex structures (credit quality of parent/guarantor; cash traps/leaks; direct/indirect exposure to exchange rate risk and/or commodity price risk).
- Construct complex, original models to evaluate the expected performance of asset

*New Island Capital helps support healthy ecosystems and build thriving communities through creative investments in people and businesses who are working to resolve the world's most urgent problems.*

portfolios or operating companies; engage directly with company management to understand drivers of historical performance and outlook. Develop evidence-based operating cases (Base Case/Low Case/Stress Case).

- Draft investment recommendations (short form, medium form, long form, executive summary) for New Island investment committee and board of directors; synthesize diligence findings into well-structured documents that analyze unit economics, justify risk-return dynamics, contextualize investment recommendation within a market, and highlight major risks.
- Support legal documentation, especially with respect to defining availability/borrowing base dynamics, and financial covenants.
- Develop reporting and monitoring tools for each new transaction – post-investment memo, borrowing base calculators, compliance reporting workbooks.
- Manage ongoing portfolio activity, including borrowing base coverage, principal and interest payments, covenant compliance, and other elements of legal compliance. Review audits and management financials as received to evaluate the quality of collateral/financial position. Maintain relationships with borrowers and communicate frequently with associated stakeholders.

## QUALIFICATIONS

- Relevant undergraduate degree in business, finance, economics, or natural resources (including agriculture and forestry). This position does not require a graduate degree.
- Two to four years of relevant work experience in finance, mission-focused investing, or natural resources management.
- Demonstrated ability to create well-constructed dynamic financial models and valuation analyses in Excel is a must.
- Excellent oral and written communication skills, including public presentations, and writing detailed investment memorandums.
- Outstanding investment, analytical, and quantitative skills with high attention to detail.
- Demonstrated potential to be creative, flexible, resourceful, and disciplined in supporting a complex mission-driven investment plan.

- Ability to work in a small, nimble organization.
- Possess high standards of personal and professional ethics and integrity, as well as a strong work ethic and collaborative attitude.

Prior experience in mission-focused investing is preferred but above all New Island seeks to recruit an outstanding candidate who has a demonstrated passion for not only the investment business but also for the organization's mission and core values.

## **COMPENSATION AND BENEFITS**

New Island offers a market-rate base salary, bonus and other incentives and a comprehensive benefits package. New Island believes that employees should be compensated equitably and without discrimination. New Island vigorously supports equal pay for equal work without consideration of prior salary history.

## **LOCATION**

This is an office-based position located in San Francisco, CA. Relocation assistance is not available.

## **EQUAL OPPORTUNITY EMPLOYER**

New Island is an Equal Opportunity Employer, with diversity and inclusion as organizational core values. New Island sees immense value in hiring, training, and promoting professionals from a wide variety of backgrounds. As such, New Island particularly encourages candidates from under-represented backgrounds to apply.

## **TO APPLY**

To apply, please send your cover letter and resume to Allison Fox at [allison@enhire.com](mailto:allison@enhire.com).