



NEW ISLAND
CAPITAL

ASSOCIATE, REAL ASSETS
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 Real Assets team is charged with creating a diversified, impact-driven portfolio with a broad domestic and international footprint across working lands and natural resources. The Associate of Real Assets (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

- Evaluate investment opportunities by analyzing market trends, business models, and deal-specific investment risks, enabling New Island to make effective and analytically driven investment decisions.
- Create robust dynamic financial models for potential and existing investments.
- Conduct in-depth due diligence on prospective investments and operating partners.

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.

- Compose well-organized written investment recommendations and oral presentations to support Investment Committee decision-making.
- Assist with legal documentation and fund administration processes to complete transactions.
- Support post-investment management by working with our finance team and investment partners to develop the necessary financial and operational reports in a timely manner.
- Identify promising investment opportunities through sector and/or regional landscape research.
- Contribute thoughtfully and fully to the ongoing interpretation and evolution of an impact real assets investment practice, including identifying themes, metrics, and theories of change as they apply to real assets and community/environmental benefit.

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 Jeff Balfour at jeffb@bridgepointassociates.net.