



## **Managing Director of Private Equity**

### **New Island Capital Management LLC**

San Francisco, CA

#### **ABOUT NEW ISLAND CAPITAL**

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 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.

#### **JOB DESCRIPTION**

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. 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 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.

#### **CORE RESPONSIBILITIES**

- 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 investment opportunities that both drive social impact as it relates to racial equity issues, working with underrepresented entrepreneurs, and fostering employee ownership as well as seeking environmental benefits all of which generate market rate returns
- 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

## QUALIFICATIONS

- 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
- Demonstrated experience in their own initiative regarding impact investing
- Strong sourcing network and ability to cultivate new, productive relationships, especially in impact investment circles.
- 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

NICM has engaged Heidrick and Struggles for this recruitment. Please contact the Engagement Team:

Lyndon Taylor  
direct line +1 312 496 1546  
ltaylor@heidrick.com

Katie Woodfin  
direct line +1 312 496 1328  
kwoodfin@heidrick.com

Frances Grey  
direct line +1 312 496 1610  
fgrey@heidrick.com