



NEW ISLAND  
CAPITAL

Associate, Real Estate  
New Island Capital Management LLC  
San Francisco, CA

## ABOUT NEW ISLAND CAPITAL

New Island Capital Management LLC (New Island) is an impact investment advisor, operating 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.

## POSITION SUMMARY

The New Island Real Estate team is charged with creating a diversified, impact-driven portfolio with a broad domestic and international footprint across all property types. Real estate investments we consider but are not limited to include highly sustainable buildings in transit-oriented urban locations, net-zero energy buildings, affordable and workforce housing, inclusive development in underserved communities, and the use of emergent sustainable building technology/materials. The Associate would participate in market research, transaction due diligence, financial and impact analysis, and portfolio management activities of direct investments, partnerships with joint venture sponsors, and fund managers.

## RESPONSIBILITIES

- Evaluate investment opportunities by analyzing market trends, business models, impact alignment, and deal-specific investment risks, enabling New Island to make effective and analytically driven investment decisions.
- Lead financial modeling, financial statement analysis, reference calls, and industry research for the portfolio as well as the investment pipeline.
- Evaluate and perform in-depth due diligence on prospective and current investment and operating partners and analyze historical portfolio construction and performance records.
- Compose well-organized written investment recommendations, supported by strong analytics, in furtherance of Investment Committee decision-making
- Complete sector and/or regional landscape research to identify emergent opportunities in delivering community & environmental impact outcomes from new financial models or asset classes. Continually expand the knowledge base of the organization.

- Contribute to post-investment management by working with New Island’s real estate team, investment partners, asset managers, and other third-party service providers.
- Contribute thoughtfully and thoroughly to the ongoing interpretation and evolution of an impact real estate practice. Includes identifying themes, metrics, and theories of change as they apply to real estate and social/environmental benefits.
- Support the structuring of social/environmental impact investment strategies and measurement methodologies.

## QUALIFICATIONS

- Relevant undergraduate degree in business, finance, economics, real estate, or natural resources. This position does not require a graduate degree.
- 3-5 years of relevant work experience in finance, mission-focused investing, or real estate finance.
- Demonstrated ability to create financial models in Microsoft Excel and interpret financial statements, as well as proficiency in asset valuation methods, preferable with specific experience in real property proforma modeling.
- Outstanding investment, analytical, quantitative, and communication skills.
- An abiding and/or demonstrated passion to be an impact investor and work on double or triple bottom line investments.
- Demonstrated potential to be creative, flexible, resourceful, and disciplined in supporting a complex mission-driven investment plan.
- Comfortable working in a dynamic, entrepreneurial organization without the analytical support or infrastructure generally available in larger organizations.
- 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.

## 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 [info@newislandcap.com](mailto:info@newislandcap.com) with “Associate, Real Estate” in the subject line.