



## POSITION PROFILE



Cairngorm Capital

# Investment Associate





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Cairngorm Capital is a specialist private investment firm managing over £400 million of equity capital. We invest in growing, private mid-market companies, predominantly UK based. We are focused on enduring, non-cyclical investment opportunities, often in industries involving homes, health, wealth and the transition to net-zero.

Cairngorm Capital's current portfolio companies have combined revenues of over £1BN and more than 6,500 employees. We bring the deep expertise of our Operating Partners and our equity capital together to support transformational growth within our portfolio companies.

We are building the firm's capacity to continue its disciplined investment selection and thoughtful buy-and-build strategies. In the past twelve months, we have added four people to the investment team, three of whom are now based in the Edinburgh office. We are currently investing from our third fund, Cairngorm Capital III, and are also fundraising for our new fourth fund. As we embark on the next chapter of Cairngorm Capital's journey, we are now looking to further grow our investment team in Edinburgh.

## The Cairngorm Approach

### **Support UK-headquartered Companies to Enable Transformational Change**

- Combining the operational management expertise of a trade investor with the financial flexibility and knowhow of a private equity fund structure
- Profitable, cash-generative companies with opportunities for growth, with the typical EBITDA range between £2m-£20m
- Often regional companies with potential to become national champions
- We typically deploy £10-£40m of equity into each platform company, with appetite for larger transactions through co-investment partners
- We seek to create industry-leading companies, often through accelerated buy-and-build strategies

### **Value-added Investment Approach**

- Focus on transforming companies through operational initiatives and a hands-on approach, rather than relying on financial structuring to drive returns
- Assist portfolio companies in driving margin expansion, often through enhanced pricing and procurement, brand development, product mix and efficiency gains
- Provide support in implementing best-in-class technology and digital transformation initiatives

### **Partner with Management Teams**

- Seek to partner with exceptional and motivated managers who share an aspiration to transform their firms and build market leaders
- Ensure alignment of interest through significant management equity ownership





Due to continued growth and success, Cairngorm Capital is looking to hire an Investment Associate to support investment activities across the UK. Based in Edinburgh but with regular UK travel, you will be involved in originating and executing new investments and in ongoing portfolio management. Investment team members and the transformation team, regardless of location, work together as one team, with collaboration and creativity central to our culture and success.

The role will report into Neil McGill, a Managing Director who leads our firm's activities in Scotland, serves on the Investment Committee and on the Boards of National Timber Group, Verso Wealth and Whyte Bikes.





<b>Job Title:</b>	Investment Associate
<b>Location:</b>	Edinburgh (with UK travel)
<b>Reporting to:</b>	Neil McGill, Managing Director

## Overview

We are looking for a highly motivated, entrepreneurial and team-oriented individual to join as an Investment Associate.

The successful professional will be highly numerate, creative and be able to work both independently and collaboratively within an elite, dynamic and fast paced environment.

### **Deliver against following outputs:**

#### Key Responsibilities

- Perform complex analytical and valuation analysis, including detailed financial modelling
- Assist in the preparation of investment committee papers, periodic portfolio updates for our investors and transaction marketing materials
- Co-ordinate transaction execution and general process management, including due diligence, deal structuring and legal documentation
- Assist in the management of portfolio companies, working with company Boards through the investment lifecycle to deliver the value creation plan and monitor performance
- Research and evaluate sectors and investment ideas
- Communicate and present investment opportunities and theses to stakeholders





At Cairngorm Capital cultural fit is crucial, and a significant aspect in the decision-making process. Therefore, the ideal candidate will have the following personal characteristics and experience:

- Strong academic record and relevant professional qualification (e.g., Chartered Accountant, CFA etc.). Likely sitting in an investment banking, managing consulting or professional services firm with 2+ years of post-professional qualification experience
- Highly numerate, with superior accounting, corporate finance, valuation and modelling knowledge and skills
- Capable of building lasting relationships, internally and externally, and developing a network of advisers
- Collaborative in style with excellent communication skills
- Ability to draw and present concise, evidence-based conclusions and recommendations
- Entrepreneurial and naturally inquisitive





## Remuneration

Attractive package commensurate with background and experience required for the role. For more information, please contact Sophie Randles, Director at Livingston James.

## Recruitment Process

First stage interviews will be conducted by retained consultant, Sophie Randles, Director at Livingston James

Shortlisted candidates will thereafter be invited to meet with Neil McGill, Managing Director, and Adam Watson, Investment Director, as well as other members of the Edinburgh based investment team

Final stage interviews will likely take place in London, and will involve a take-home case study and presentation, as well as a series of interviews with members from the London based investment team

## Contact Information:

### **Sophie Randles, Director**

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