



# Associate Director, Lower-Mid Market Private Investment Fund (Development Capital)

## About Downing

Downing is a fast growing, entrepreneurial investment manager based in the City of London. We believe a great investment opportunity isn't just financial, it's a chance to invest in things that matter – our environment, our health, our society, our local communities and our economy. Our ability to adapt and innovate to create investment products for our customers is key to our growth and success and our [core values](#) are vital to everything we do – from the businesses we invest in to the people we hire.

## Role and responsibilities

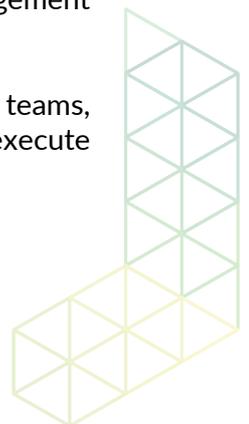
As part of the expansion of our Lower-Mid Market investment strategy, we are seeking to recruit an exceptional Associate Director.

Downing Development Capital offers UK-based businesses growth and development capital. We have the capability to invest across both debt and equity capital with a high degree of flexibility (e.g. fixed-return, as well as minority and majority equity positions). Typical investments are between £3 million - £30 million per transaction, with a focus on delivering a 'Buy and Build' strategy across our portfolio companies through additional funding after the initial investment.

You will be committed to delivering high performance with energy and enthusiasm. This position offers great exposure for someone who values autonomy and working in a fast-paced entrepreneurial environment. The standards are high, and the working environment is professional, but collegiate and supportive. We process hundreds of investment opportunities every year and have a high volume of deal activity. All our team members are empowered to take as much responsibility in as many opportunities as their skills and enthusiasm will allow them.

We are looking for a candidate with a positive and proactive attitude with strong all-round abilities. You should be able to articulate an overview of the private equity investment market and be able to demonstrate a deep understanding of the investment process, from start to finish. You will also have experience of managing other people, wider portfolio management responsibilities and attending board meetings in a relevant investment role.

The role will be broad and will require you to build relationships with management teams, intermediaries, assess markets, identify and evaluate potential transactions, execute investments and manage investee companies through to eventual exit.





You will have had experience of managing all aspects of the investment process with an understanding of structuring and managing equity and debt instruments to deliver appropriate risk adjusted returns. In doing so, the candidate should be able to demonstrate an understanding of the key commercial and value drivers of a business plan.

We would expect the successful candidate to evidence interaction with players in the relevant markets which would help to promote Downing and support enhanced due diligence and portfolio management.

You will be expected to focus on operating businesses that trade from freehold property, in sectors such as Healthcare, Education and Hospitality & Leisure but may gain exposure to other types of investment opportunities and a wider array of sectors. An understanding of the sectors Downing invest in would be beneficial but is not essential. We are also keen to understand your other areas of investment experience and how these could benefit Downing's continued expansion.

The candidate will work closely with other members of our Development Capital team. They will also be able to build their knowledge of Downing's other investment activities which may support the candidate's longer-term career development.

## Key skills and experience

The successful candidate will have a balanced set of technical skills, maturity and commercial acumen as well as enthusiasm to learn and develop by working within a team:

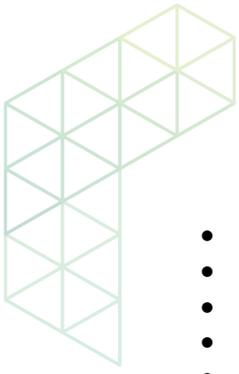
- Prior experience in an investment firm or a focus on UK private equity market, managing the end to end investment process and deal execution.
- Able to demonstrate excellent knowledge and experience of the investment process and multi-lateral negotiations.
- Robust analytical and financial modelling skills, with the ability to oversee junior member's output.
- Evidence of existing contacts and relationships across markets relevant to the role would be beneficial but not essential.
- A strategic thinker with strong interpersonal skills and high levels of emotional intelligence.
- Able to work under pressure and towards deadlines with a self-starting attitude.
- Proficient at multi-tasking across a variety of projects.
- Collegiate and proactive personality with a mature outlook.
- Experience of line management of junior colleagues.
- Clear and concise communication skills (written and verbal).
- You will be a university graduate with a strong academic background, preferably with a professional qualification e.g. ACA, CFA, MBA or equivalent.

## Pay and benefits

For the successful candidate, we will put together an attractive reward package that will include:

- Competitive salary dependent on experience and qualifications
- Discretionary bonus





- LTIP scheme
- Pension scheme
- Health insurance
- Life assurance
- Income Protection
- Death in service
- Additional social perks

## Additional details

- Reports to Partner and Head of Development Capital
- Full-time working from London City office (subject to covid-19 guidelines)
- All candidates must be eligible to work in the UK or have a working visa

To apply: please send us your CV and portfolio to demonstrate your experience to [recruitment@downing.co.uk](mailto:recruitment@downing.co.uk). Please include salary expectations and notice period with your application.

We endeavour to reply to all individual applicants and will provide feedback for any candidates that reach the interview stage.

To understand what information we collect about you, how we will use it and for what purpose, please read our [privacy notice](#).

Downing is passionate about creating an inclusive culture that supports and celebrates diversity. This drives our ambition and brings us closer to our investment community.

