

# SeaChange

CAPITAL PARTNERS

SeaChange Capital Partners is seeking a talented, high-energy, and self-starting individual with experience in finance and/or management consulting to join as an **Associate**. The ideal candidate will have excellent quantitative, analytical, and critical thinking skills with a demonstrated interest in the social sector.

## About the Organization:

SeaChange was founded by former partners of Goldman Sachs in the belief that an organization providing select merchant banking services to the nonprofit sector could help donors and organizations achieve greater social impact. Our mission is to enable transactions that increase the impact of nonprofits while offering leveraged funding opportunities for donors. At present, we pursue our mission through four overlapping lines of business:

- **Mergers and Collaborations:** We make grants to support nonprofits in exploring mergers, acquisitions, joint-ventures, and other types of formal, long-term collaborations.
- **Lending and Investment:** We make loans and other types of flexible, high-impact investment capital available to support the real estate, working capital, and expansion capital needs of nonprofits in New York City.
- **Advisory Services:** We provide transaction-related advisory services to nonprofits including financial modeling and analysis, transaction support, fund design, risk management, and strategy assessment.
- **Network:** On an opportunistic basis we work to build connections and share knowledge within our network to enable transactions and generally “stir the pot.”

## About the Position:

SeaChange is committed to a flexible staffing model where everyone has involvement across our four business lines and takes some responsibility for operations. Within this context, the Associate’s specific responsibilities include, but are not limited to:

- **Performing due diligence with respect to organizations that approach SeaChange for a loan/investment:** reviewing and analyzing financial and organizational documents, building financial models, identifying the key issues for funding, and communicating (by email and phone) with the leaders of the organizations.
- **Summarizing the risks and returns associated with a potential investment into a memorandum for consideration by the SeaChange investment committees.**
- **Drafting term sheets with respect to potential investments and working with outside counsel to draft the associated legal agreements for approved investments.**

- Screening incoming funding requests from organizations considering a merger or collaboration including: reviewing financial and organizational documents and identifying the key issues for funding.
- Leading large portions of the due diligence and evaluation work for grant applicants that pass the initial screen.
- Summarizing the risks and returns associated with a potential merger and collaboration grant into an investment memorandum for consideration by the SeaChange investment committees.
- Assisting in the design and execution of advisory assignments including financial analysis and modeling, conducting due diligence interviews with the management team, creating end-deliverables (usually in the form of a memorandum or financial models/analysis for presentation to the management team and Board).
- Attending and participating in SeaChange board meetings and in investment committee meetings.
- Contributing positively to the teamwork, culture, and learning of a small, entrepreneurial organization. Living our values of respect, do no harm, confidentiality, neutrality, independence, and leverage.

In each area, the Associate will work closely with, and be supervised by, one or both SeaChange Partners: John MacIntosh and Jess Cavagnero.

**Qualifications and Competencies:**

- Two to four years of experience in investment banking, strategy consulting, investment management, or lending with a demonstrated ability in interpreting and summarizing complex data (including financial statements) in the form of spreadsheet-based models and/or exhibits; a penchant for analysis and critical thinking.
- A demonstrated interest (through professional or volunteer activities) in the nonprofit sector and/or one or more of the issue areas addressed by nonprofit organizations.
- Excellent written and oral communication skills with attention to detail and accuracy.
- The maturity, confidence, self-awareness, and interpersonal skills to work with and develop relationships with nonprofit leaders in a wide variety of situations.
- Entrepreneurial, energetic, self-organized, risk-tolerant, curious, self-deprecating with a good sense of humor.
- Ready, willing, and able to travel outside New York for short periods of time for site visits and other meetings if appropriate (no more than 5-10% of time).
- Bachelor's degree (or equivalent experience) required.

**Compensation and Benefits:** A competitive salary and benefits package commensurate with experience.

As an equal opportunity employer, we hire without consideration to race, religion, creed, color, national origin, age, gender, sexual orientation, marital status, veteran status, or disability.

Please send cover letter and CV to [apply@seachange.org](mailto:apply@seachange.org).