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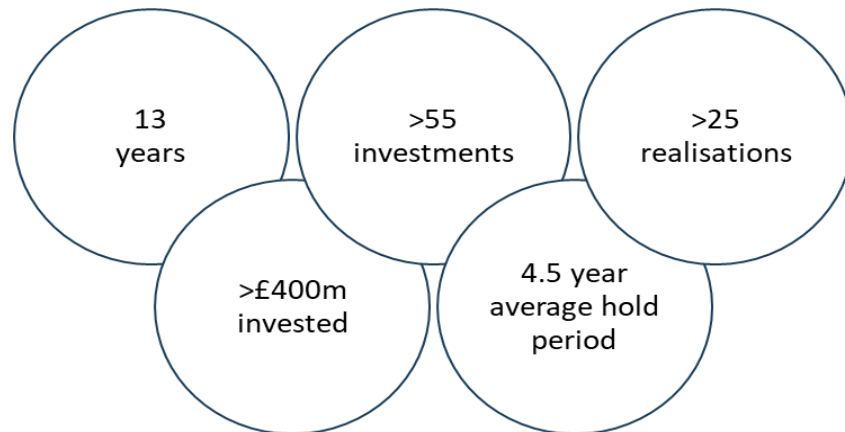
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1. The Company

Souter Investments is one of the UK's leading family investment offices focused on private equity.

Founded in 2006, they have invested in over 55 unquoted companies deploying more than £400m in capital. They currently have significant investments in around 25 businesses, acting either as the lead investor or as a co-investor with other financial sponsors.

Fig. 1: Souter's Private Equity Activities



Over more than 13 years, Souter have demonstrated a strong track record of successful realisations achieving an aggregate 3.2x money multiple and 26% IRR across more than 25 unquoted company exits. These realisations, alongside a considerable base of liquidity, provide a strong platform from which to further grow the portfolio through future investments.

Fig 2: Current Portfolio

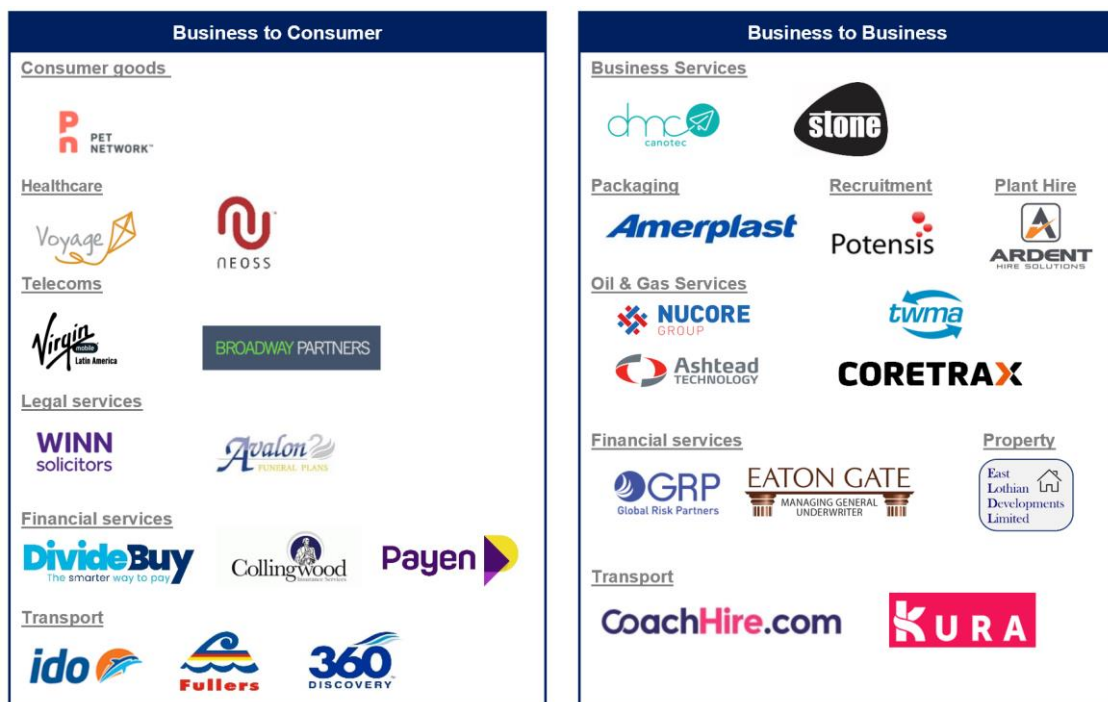
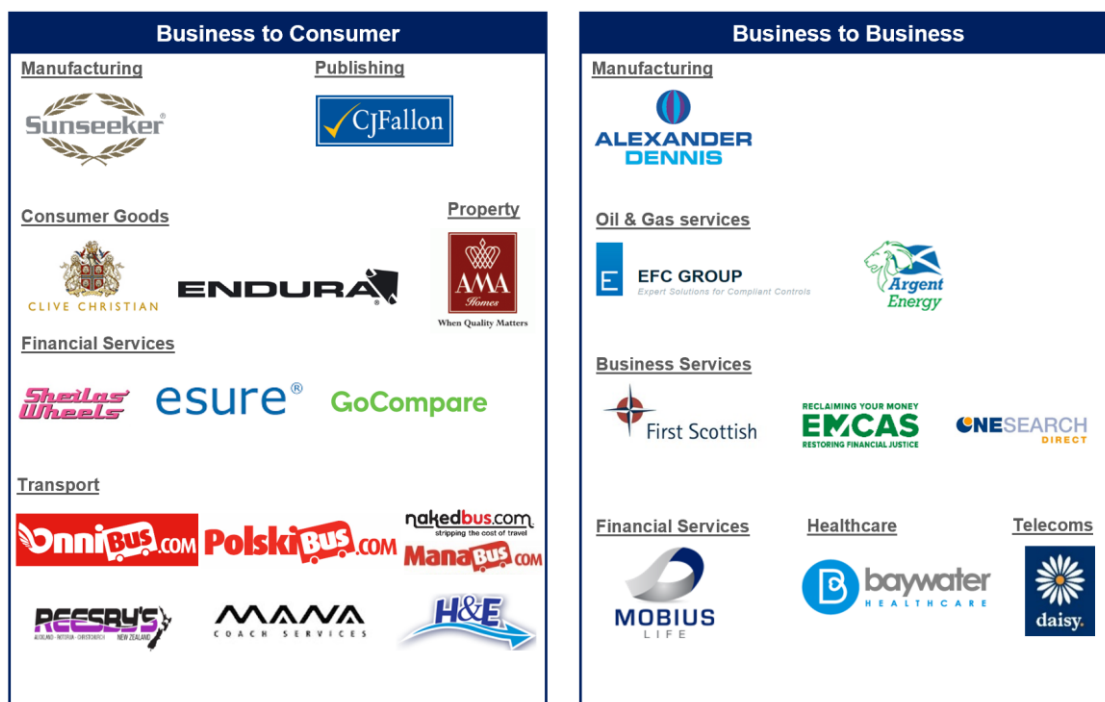


Fig 3: Realised Investments



The team also sources and manages investments across a variety of other asset classes including private equity funds, hedge funds, quoted stocks and ETFs, property and fixed income/cash.

A major beneficiary of Souter Investments' performance is the Souter Charitable Trust, which has awarded more than 15,000 grants totalling over £104m since 2006.

2. Background to the Current Opportunity

Due to continued growth, Souter Investments is looking to hire two Investment Analysts. Based in Edinburgh but with regular UK/international travel, you will be involved in a wide variety of investment and other projects.

These roles represent a genuinely unique opportunity for the Scottish market. The selected professionals will gain direct exposure to private equity and a variety of other asset classes, as well as a broad range of businesses and management teams from varied industries and geographies as well as different stages of their life cycle.

Self-motivated, proactive and energetic, you will be actively involved in deal origination and portfolio management as well as other aspects of operating a professional investment office. You will possess the highest standards of business ethics and be able to work both independently and collaboratively within a flexible, dynamic and team-orientated working culture.

It is a fast paced, challenging and rewarding working environment with a flat hierarchy which, will provide ample opportunities for personal and professional development.

3. The Role

Souter is seeking two Investment Analysts to join their successful team of investment, finance and support staff.

Self-motivated, proactive and energetic, you will be actively involved in deal origination and portfolio management as well as other aspects of operating a professional investment office. You will possess the highest standards of business ethics and be able to work both independently and collaboratively within a flexible, dynamic and team-orientated working culture.

Based in Edinburgh, with frequent travel within the UK and international travel as required.

Key Responsibilities

- Review and screening of investment opportunities, including meeting management teams, business owners and entrepreneurs
- Conduct company and industry research and analysis, producing high quality internal reports that can be used to develop ideas and drive investment decisions
- Establish investment theses and value creation strategies for investment opportunities
- Perform complex analytical and valuation analysis, including detailed financial modelling:
 - Build new financial models as required for new investments
 - Model investment valuations and sensitivities against informed and substantiated inputs and assumptions
 - Run exit scenario analysis of live investments
- Plan and assist with transaction execution, including due diligence, deal structuring and legal documentation
- Support with the preparation of investment papers and other supporting documents
- Assisting in the management of portfolio investments, working with company Boards and management teams through the investment lifecycle to ensure delivery of the agreed strategy, growth and operational and other improvement programmes, and ultimately realise value
- Completing portfolio valuation, reporting and other tasks to meet internal and external deadlines
- Other ad-hoc duties and projects as required

4. Preferred Candidate Background

In a small team, cultural fit is crucial and a significant aspect in the decision-making process. The ideal candidate will therefore have the following personal characteristics and experience:

- Strong academic record and relevant professional qualification (e.g. Chartered Accountant, CFA, MBA etc.). Likely to be sitting in a credible professional services, banking/financial services or consulting firm, with experience ranging from 1 - 3 years PQE
- Candidates from other backgrounds (e.g. operations, engineering, technology, law) with strong business and financial acumen will also be considered
- Entrepreneurial in spirit and naturally inquisitive, someone who actively questions the “why” and can rationalise/pitch their thoughts through debate

- Grounded in their approach, a professional with the right amount of credibility/maturity who can listen, extract pertinent information and then use it to support investment/business decisions
 - A robust operator with a hands-on approach, someone who can demonstrate personal resilience and appropriate gravitas to support businesses through periods of change
 - Capable of building lasting relationships, internally and externally, including developing a network
 - Collaborative in style with excellent communication skills, both written and verbal, with an ability to draw and present concise, evidence-based conclusions and recommendations
 - Strong analytical and problem-solving capabilities, with a rigorous attention to detail and accuracy. Someone who is highly organised and can prioritise what is important and relevant
 - Highly numerate, with working knowledge of accounting, corporate finance and investment concepts
 - High level of proficiency in excel and experience of financial modelling
 - Previous experience in private equity, investment banking, corporate finance (advisory, transaction services, or business restructuring) or banking would be an advantage
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5. Remuneration

Attractive package commensurate with background and experience required for the role.

For more information on remuneration please contact Sophie Randles, Head of Private Equity at Livingston James. Contact details are as follows; T: 07432480922 or E: sophierandles@livingstonjames.com

6. The Recruitment Process

Please note, the interview process will be in keeping with government guidelines to ensure the safety of all stakeholders involved. We will amend the interview process accordingly and manage expectations with regular communication.

First stage interviews will be conducted by retained consultant Sophie Randles of Livingston James.

Shortlisted candidates will thereafter be invited to partake in a three-stage interview process.

Candidates will be updated throughout the process.
