
Contents

1.Scottish Equity Partners	3
2. Background to the Opportunity	3
3. The Role	4
4. Preferred Candidate Background	4
5. Remuneration.....	5
6. The Recruitment Process.....	5

1. Scottish Equity Partners

Scottish Equity Partners (SEP) is one of Europe's leading growth equity firms. It has a successful track record spanning over 20 years and has been ranked as one of the most consistent, top performing venture capital fund managers globally. SEP specialises in enterprise and consumer-focused software and internet companies and has backed some of Europe's most exciting technology businesses including Skyscanner, Mister Spex, Babbel, Dotmatics and Matchesfashion. SEP has been named Venture and Growth Firm of the Year at the *Unquote* British Private Equity Awards on six separate occasions.

SEP invests in dynamic and ambitious founder-led technology companies across the UK, Ireland and Europe (particularly Germany and the Nordics), typically investing £10 million to £30 million, usually for a minority shareholding.

SEP is led by Managing Partner Calum Paterson and is wholly owned by its seven partners. 35 staff operate from offices in Glasgow and London and there is a strong team culture across the firm. SEP works in partnership with the management teams it backs, bringing significant sector knowledge, business building experience and a wide industry network to accelerate growth and create long term value. Strong relationships with management teams, advisers, non-executives and others in our network really matter to SEP.

SEP invests responsibly and is a signatory of the UN Principles of Responsible Investment. It believes that by taking a responsible, long-term approach to investment and by understanding and managing risk it can create value for its investors and the companies it invests in while also benefitting society more broadly. Environmental, social and governance themes are considered across the investment lifecycle from initial analysis and due diligence right through to active ownership and eventual exit.

2. About the opportunity

Due to increasing interest in growth equity as a driver of business growth and SEP's model of close engagement with portfolio companies, the firm is seeking to expand its team at Associate level.

Successful candidates will work alongside SEP's experienced investment executives to identify and assess technology growth equity opportunities and engage regularly and meaningfully with founders and management teams to help grow and internationalise businesses. Travel across the UK and in Europe forms an essential part of the role.

Support and mentoring will be provided by SEP's experienced team, and successful candidates encouraged to achieve their full potential. This would include working directly with SEP partners and directors as well as having access to a tailored programme of external and internal training to help develop investment and portfolio monitoring skills.

The success SEP has enjoyed to date is principally down to the calibre and commitment of its team. The firm is seeking to continue this success over the next decade and is committed to recruiting high calibre candidates and to developing its people.

All staff receive significant training, support and encouragement with a view to them achieving their career aspirations and fulfilling more senior roles in the firm. SEP is a signatory to [HM Treasury's Women](#)

[in Finance Charter](#) and believes that greater diversity can help improve communication, decision making and creativity resulting in a positive impact on the firm's performance.

3. The Role

Title: Associate
Location: Glasgow or London

Due to continued growth, SEP is looking to bolster its high performing team at Associate level. There is flexibility over a Glasgow or London base for this role. The successful candidate will work across all areas of the investment lifecycle, with an emphasis on the financial and commercial analysis of both current and potential investments. The candidate will need to demonstrate an ability to pro-actively identify the key commercial considerations to facilitate investment decisions.

Self-motivated, proactive and energetic, the candidate will be actively involved in deal origination, market analysis and portfolio management as well as investment appraisal. The candidate 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.

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:
 - Model investment valuations and sensitivities against informed and substantiated inputs and assumptions
 - Run exit scenario analysis of live investments
 - Build new financial models as required for new 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
- Assist 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
- Complete portfolio valuation, reporting and other tasks to meet internal and external deadlines
- Build a network of contacts to help build SEP's profile and increase deal flow
- Attend networking and other events

4. Preferred candidate background

The SEP team has strong technology sector knowledge and business building experience and brings the skills and industry networks to add value and de-risk company growth plans. The firm is therefore seeking individuals with an appreciation of technology sectors and an enthusiasm for business growth. With a strong emphasis on generating off market deal flow, the preference is for individuals with strong

communication skills who can quickly build rapport and gain the trust and respect of founders and senior corporate leaders. Evidence is sought of an emerging network of technology advisory and entrepreneurial relationships which could both generate new investment opportunities and help support portfolio internationalisation and growth.

Cultural fit is crucial and a significant contributor to SEP's decision-making process. Therefore, the ideal candidate will have the following personal characteristics and experience:

Specific characteristics may also include:

- Strong academic record and relevant professional qualification (e.g., Chartered Accountant, CFA, MBA etc.). Likely to be sitting in a credible professional service, investment platform or consulting firm, with experience ranging from 2-5 years PQE
- Currently working for late-stage VC firm, pure growth equity or lower market PE firm on deals comparable to SEP's own investments or 2-5 years transactional experience (corporate finance or investment banking). Financially literate with first-class modelling skills
- Experience of originating and working on technology investments and an understanding of commercial metrics and revenue models for enterprise software, consumer internet and software-enabled services businesses would be desirable
- Experience of financial modelling and financial due diligence
- Analytical with the ability to understand investment decisions and processes
- Entrepreneurial in spirit and naturally inquisitive, someone who actively questions the "why" and can rationalise their thoughts and innovations through debate
- Team player who can quickly establish strong relationships with colleagues and the wider investment and entrepreneurial community
- Personable and pragmatic with impact, good written and oral communication skills, high levels of professionalism, motivation, resilience and a strong work ethic
- Self-motivated, self-directed and with a positive attitude, willing to take ownership of tasks, comfortable working independently or as part of a team
- Genuine interest in the technology sector

5. Remuneration

In addition to mentoring and development in support of career progression the successful candidate will also enjoy a competitive salary and bonus alongside world class benefits and participation in carry and coinvest schemes.

6. The Recruitment Process

The recruitment for these positions is being managed by advising consultant Sophie Randles, Director of Private Equity at Livingston James. Interested candidates should contact, Sophie Randles by email to sophierandles@livingstonjames.com

Recruitment process

The interview process will be carried out in accordance with the latest government guidelines to ensure the safety of all stakeholders involved. Candidates will be kept apprised of relevant requirements.

First stage interviews will be conducted virtually by selected consultants from Livingston James. Shortlisted candidates will thereafter be invited to interview with and further assessment by SEP Partners and senior management.

All third-party applications, enquiries and direct approaches to SEP will be referred to Sophie Randles at Livingston James.
