

JOB PROFILE

 Employer	Capvis AG
 Function title	Associate
 Place of work	Baar (CH) for the first 12 months, then Frankfurt (D)

Objectives / Mission of the function

- Key contributor to the entire value chain of deal processes from origination, valuation & financial modelling to due diligence and value creation.

Main tasks

- Screening of the relevant markets and industries along a defined strategy and priorities
- Support the deal team in all activities around valuation, financial analysis & modelling, preparation of proposals and marketing documentation
- Support on Portfolio work

KPI

- In line with objectives of deal team

Organizational structure (attachment: org chart)

- Function reports to: Co-Head of Advanced Services
- Function leads:
 - direct reports: 0
 - indirect reports: 0

Competencies required

(select up to 5 competencies which are of particular importance for this function)
(details per competency see integrated appendix)

A) Core Competencies

- Results Orientation:
striving for achievement and improvement of business results
- Strategic Orientation:
demonstrating complex thinking abilities, incl. analytical and conceptual abilities to manage and develop plans and strategies
- Customer Orientation:
focusing on high customer satisfaction
- Transformational Leadership:
able to lead an ambitious growth strategy with existing and new business in a large organization
- Team Leadership:
focusing, aligning and building effective groups with a high-performance culture
- Building Organizational Capability:
developing the competencies of the organization by acquisition of talents and systematic development of a team
- Innovation:
creating framework & structures and stimulating mind-set for innovative solutions
- Marketplace Insight:
demonstrating a comprehensive, detailed understanding of the relevant market and its influencing factors on the business

B) Personal Competencies

- Conflict resolution:
sensing tensions in a group at an early stage, addressing conflicts in a constructive manner and solving them
- Networking:
building business-relevant networks and partnerships outside and inside the organization, maintaining them and utilizing them for the benefit of the organization
- Communication:
expressing own opinion in a distinct and convincing manner, explaining decisions and measures plausibly, explaining a complex context coherently
- Assertiveness:
enforcing the interests of the organization and own position even against resistance
- Flexibility:
adapting own behavior to new challenges and situative incidents, embracing change
- Resilience:
mastering pressure and stress successfully even over a longer period

Experience / Languages required

- Experience
 - Relevant work experience on a comparable level at top strategic consultancy, M&A firm, bank or PE firm > 2 years
 - Proven experience with quantitative and qualitative analysis / statistics
 - Successful support of due diligence processes, value creation processes and corporate development
 - We also welcome profiles which foster our efforts to complement our team with diversity of experience, skills, personality and education
- Languages
 - German (C2)
 - English (C1)

Cultural fit

- Integrity & Passion
High ethical standards, delivering on promises; passion for our PF companies, people & quality
 - Respect
Lives the «Golden Rule» with others, collaboration and transparency across ranks
 - Responsibility
 - Takes ownership & accountability, strives for excellence, high performance & continuous improvement
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Education required

- Master degree from top university with top results
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Total Target Compensation (TTC)

- Fixed target remuneration: in line with market
 - Variable target remuneration (100%): in line with market
 - Management equity participation program: no
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Additional, job-specific supplements (optional)

- Strong business sense and judgment skills
 - Attention to details whilst keeping an eye on the big picture
 - Respectful and empathic team player who fights for the interests of company & team
 - Reliable, modest, down to earth
 - Hunter mentality, "plays to win", wants to have a sustainable impact
 - Energized personality with high commitment, taking ownership, going the extra mile
 - High learning agility and potential to grow
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