ASSOCIATE – DOUBLE IMPACT
Boston Office

BAIN CAPITAL OVERVIEW
Since its inception in 1984, Bain Capital has employed a strategic, analytical approach to identify attractive investment opportunities and partner with management teams to transform and improve their businesses. Our affiliates manage over $75 billion in private equity, public equity, leveraged debt, and venture capital investments across multiple sectors, industries, and asset classes. Our competitive advantage is grounded in a diligence-intensive, value-added investment approach that enables the firm to deliver industry-leading returns for its investors. Headquartered in Boston, Bain Capital offices are in New York, Chicago, Palo Alto, San Francisco, London, Munich, Luxembourg, Hong Kong, Shanghai, Tokyo, Mumbai, Dublin, Melbourne, and Sydney.

DOUBLE IMPACT OVERVIEW
Bain Capital Double Impact (www.baincapitaldoubleimpact.com) strives to redefine return on investment by providing private capital and strategic resources to help mission-driven companies deliver both competitive financial returns and meaningful, measurable social and environmental good. Founded in 2015 by former Massachusetts Governor Deval Patrick and a seasoned team of investment professionals from within Bain Capital's existing funds and other top investment firms, we seek to make $10-40 million equity investments across three key verticals in North America:

- **Sustainability** Support sustainable products and operations that minimize environmental impact; or products and services that promote ecologically beneficial water, energy and agriculture practices through efficiency gains and sustainable alternatives
- **Health & Wellness** Improve health outcomes through food access and quality, products & services promoting healthy lifestyles, access to healthcare, and better education, training and human development
- **Community Building** Build great companies and expand economic opportunity in distressed communities to create good jobs, promote ownership and catalyze long-term growth

An early pioneer in this investment space, Bain Capital Double Impact is helping to define this nascent and growing field.

The Double Impact team models its investment approach on Bain Capital’s proven investment method to develop differentiated insight and drive change to enable the next phase of financial and impact growth for target companies. The investment strategy focuses on completing in-depth business, impact, and financial analyses, with an emphasis on strategic positioning, competitive dynamics, business model sustainability, and management team alignment and capability. The investment professionals of Bain Capital Double Impact provide significant ongoing strategic and operational support to these companies, seeking to maximize not only financial return, but positive social and environmental impacts as well.

ASSOCIATE POSITION DESCRIPTION
The Associate position is a unique opportunity to join a small and passionate team and play an active role in every aspect of the fund. This role is a minimum two year commitment where Associates will work in small teams with experienced private equity professionals to drive both financial and impact value throughout our investment processes and ownership periods. Unlike a traditional investing role, the Associate will be required to think about
every investment and business opportunity through two lenses: financial impact and the broader impact on the community and the world.

The Associate experience will be characterized by significant deal responsibilities, broad exposure to all aspects of the transaction process, and substantial direct interaction with senior partners and senior portfolio company executives. The Associate will be responsible for activities including: building investment models; writing investment memos; performing financial analyses; gathering and evaluating market information; visiting target companies; working with investment bankers; presenting to the internal investment team; and working with portfolio companies on a variety of business initiatives. In addition to the core investment process, the Associate will also work with the broader team to evaluate key sectors, develop differentiated impact theses, and source attractive opportunities. Bain Capital professionals are exposed to a broad set of situations and companies, and systematically develop skills as a value-added investor—not just a financial engineer.

We are seeking top performers with a strong interest in private equity and impact investing. As part of this experience, Associates can co-invest alongside our firm across all private equity investments and thereby participate in opportunities for significant equity appreciation.

GENERAL QUALIFICATIONS

- 2+ years of work experience in a management consulting and/or investment management/investment banking firm
- Excellent academic track record from a top undergraduate institution
- Exceptional business analytical and quantitative skills
- Ability to operate with limited supervision
- Highly analytical and strategic thinker
- Strong interpersonal skills
- Dedicated team player with a strong sense of ownership

INTERESTED APPLICANTS

Interested and qualified candidates should send a cover note and updated CV to Shannon Williams, Senior HR Associate, at swilliams@baincapital.com.