



Livingston James



Souter
INVESTMENTS

Role Profile

**Senior Investment Analyst /
Investment Analyst**



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Thank you for your interest in applying to Souter Investments.

Souter Investments is one of the UK's leading family investment offices. Our team specialises in making private equity investments in unquoted companies, managing our capital in a supportive way that aligns the interests of investors, founders and management teams behind an agreed set of clear objectives. In addition to the core investment focus noted above, we also invest to a lesser extent in other asset classes, including quoted markets, funds and property, as well as providing a range of support services to our shareholders, such as governance, planning and reporting.

A major beneficiary of our work is the Souter Charitable Trust, which supports projects engaged in the relief of human suffering in the UK and overseas.

We are based in Edinburgh and over the last 15+ years have invested in almost 100 individual businesses in a wide array of sectors, ranging from manufacturing, financial services and infrastructure services to consumer goods. We both lead and co-invest in transactions, which has resulted in a varied portfolio of exciting and fast-growing companies.

We are looking for a driven and ambitious individual who wishes to join one of the most active private equity-focused family investment offices in Scotland, if not the UK, in order to continue building their career in an environment that is fast-paced and intellectually challenging but also supportive and fulfilling.

We look forward to engaging with you in this process.



John Berthinussen
Managing Director



Calum Cusiter
Managing Director



Souter Investments is the private family investment office of Stagecoach Group co-founder and Scottish entrepreneur Sir Brian Souter.

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.

Over more than 13 years, Souter has 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.

Souter 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. The team currently consists of five investment professionals, with experience ranging from five to more than thirty years in private equity and investment management, alongside a finance and executive support team of six.

A major beneficiary of Souter Investments' performance is the Souter Charitable Trust, which has awarded more than 22,000 grants totalling over £150m since 2006.

For further information about the company and the investment portfolio, please refer to Souter Investments' 2019 triennial Investment Review.





Job Title:	Senior Investment Analyst / Investment Analyst
Location:	Edinburgh (With frequent travel throughout the UK)

Position Overview

Souter is seeking a Senior Investment Analyst / Investment Analyst 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 single-family investment office. You will possess the highest standards of ethics and integrity and be able to work both independently and collaboratively within a demanding but flexible, dynamic and team-orientated working culture.

Summary of key duties:

- Review and screening of investment opportunities, including:
 - Assessment of investment opportunities brought to us by investment partners and independent sponsors who are seeking to build a syndicate of funders to invest in an underlying operating asset
 - Review of directly sourced investment opportunities where Souter would act as lead investor
 - Meeting management teams, business owners, entrepreneurs and investment partners
- 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, including presenting to and answering questions from the investment committee.
- Assisting in the management of portfolio investments, working with investment partners, 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



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, MB
- A etc.). Likely to be sitting in a credible professional services, banking/financial services or consulting firm, with experience ranging from 1 - 5 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
- An ability to juggle multiple demands on time and a willingness to tackle a wide variety of tasks as they present themselves in a fast-paced, multidisciplinary environment
- 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, plus an ability to play the devil’s advocate and assess situations from a variety of perspectives
- 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 in financial modelling
- Previous experience in private equity, investment banking, corporate finance (advisory, transaction services, or business restructuring) or banking would be an advantage



The Recruitment Process

- The recruitment process is being handled by our retained advisors, Sophie Randles and Fraser Burnett of Livingston James Group
- Sophie and Fraser will conduct the first stage interviews prior to discussing candidates with Souter Investments
- Interested candidates should provide a tailored CV and cover letter, outlining their suitability and motivation for applying

Remuneration

This opportunity offers an attractive package, commensurate with the background and experience required for the role. For more information, please contact Sophie Randles & Fraser Burnett at Livingston James Group.



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