Blue Sage Capital

Private Equity Senior Associate Role

About Us

Blue Sage Capital is an Austin, Texas-based private equity firm with over $450 million in capital under management specializing in growth, recapitalization and buyout financings of lower middle-market companies. Our investment approach is focused on partnership with founders and management teams as we seek to invest in businesses that enjoy leadership positions in niche manufacturing, specialty services or environmental solutions industries. Blue Sage typically invests $20 million to $40 million in control buyout investments and recapitalizations of companies with $20 million to $125 million of revenue. Blue Sage recently closed its third fund – a $300mm vehicle from which we have made three platform investments.

Role & Responsibilities

Senior investment professionals lead the firm’s efforts on new deal execution, ongoing investment monitoring and LP reporting. These professionals will oversee all aspects of new deal execution, including origination, investment committee material preparation and presentation, structuring & financing as well as management of third party diligence providers. Senior investment professionals will also monitor investments post-closing via board participation and serve as a strategic resource for portfolio company executives. Ideal candidates are dynamic with the ability to take initiative, think critically, manage multiple workstreams and communicate succinctly.

New Deal Execution

- Performing initial review of new business opportunities, highlighting investment merits and evaluating valuation dynamics with the firm’s partners
- Applying critical thinking and judgment to prioritize investment opportunities
- Overseeing and analyzing industry and competitive research conducted by junior team members as well as external resources, such as industry expert network and research organizations
- Preparing and presenting investment committee materials in coordination with deal team members
- Evaluating lenders including senior debt and junior debt providers
- Formulating due diligence roadmap and managing third party due diligence workstreams (financial, tax, information technology, environmental, insurance, legal, etc.)

Portfolio Company Monitoring

- Actively monitoring portfolio company performance through monthly financial and ad hoc reviews, assessment of performance vs. key performance indicators, quarterly board meetings, annual budget preparation
- Identifying, crafting and monitoring the execution of strategic initiatives
- Serving as a strategic thought partner to key members of portfolio company executive teams
- Proactively supporting deal team members in identifying, assessing and correcting operational issues
- Researching, identifying and engaging with potential M&A targets
- Leading portfolio company exit processes
Requirements

- 1-2+ years in pre-MBA private equity role, ideally in the lower middle-market
- 1-2+ years of work experience in relevant roles, such as investment banking, management consulting or similar business background
- Thoughtful, engaging, decisive, intellectually curious personality
- Outstanding business acumen, ability to navigate and make challenging judgment calls
- Reputation for integrity and humility
- Exceptional written, verbal and interpersonal communication skills
- Commitment to excellence

Additional Details

Blue Sage offers a dynamic experience for senior investment professionals given our lean deal teams, typically comprised of one Partner, a Vice President and an Associate, and flat organizational structure. Senior investment professionals are expected to provide quality input on prospective deals directly to members of the firm’s Investment Committee and serve as a primary point of contact for portfolio company operations. While our investments are not predicated on operational improvement, we typically take an active role in portfolio company operations. Blue Sage’s professionals benefit from the firm’s team-oriented, collegial environment, strong culture of inclusion, dedication to excellence and history of top tier performance.

Blue Sage has a demonstrated history of promoting post-MBA Senior Associates to Vice President very quickly.

The timing for this role would be summer or early fall 2021.

Please contact Jonathan Kaskow (jonathan.kaskow@bluesage.com) or Hunter Todd (hunter.todd@bluesage.com).
Who We Are

Blue Sage Capital is an Austin, Texas-based private equity firm with over $450 million in capital under management specializing in growth, recapitalization and buyout financings of lower middle-market companies. Our investment approach is focused on partnership with founders and management teams as we seek to invest in leading businesses as the first round of institutional capital.

Investment Criteria

Niche Market Leaders: Long-term defensible competitive advantages, high barriers to entry, differentiated product or service offering, and quality, motivated managers.

Proven & Growing Companies: Proven business models, strong recurring cash flow, and demonstrated growth potential.

Founder, Family and Management-Owned Businesses: We look to partner with founders and management teams as the first round of institutional capital, providing intellectual and financial capital to enable companies to achieve their full potential.

| Company Size                          | • EBITDA: $4 million to $15 million  
|                                      | • Revenue: $20 million to $125 million  
|                                      | • Total Enterprise Value: $20 million to $150 million  
| Equity Investment                    | • $20 to $40+ million  
|                                      | • Investing from Blue Sage Capital III, L.P. ($300mm fund)  
| Transaction Types                    | • Control buyout investments and recapitalizations  
|                                      | • Flexibility to offer solutions across the capital stack  
|                                      | • Long-term investment focus (avg. hold period is 5-8 years)  
| Industry Verticals                   | • Specialty services  
|                                      | • Niche manufacturing  
|                                      | • Environmental solutions  

For Investment Opportunities: opportunities@bluesage.com

For Administrative Inquiries: admin@bluesage.com

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### Blue Sage Capital - Portfolio Companies

#### Specialty Services

- **Impact Floors**
  - Provider of quick-turn flooring and countertop replacement services to multifamily owners and operators throughout the Southern U.S. (December 2020)

- **Barricades Unlimited**
  - Provider of traffic control, pavement marking, guardrail installation and related equipment rentals and sales. (June 2020)

- **BACOM**
  - Provider of installation, modification, construction, and maintenance services for wireless communication infrastructure. (December 2016)

- **Hoak Media**

- **Gattis Pizza**

- **OmniFlight**
  - Provider of medical air transport services. (September 2004 – November 2005)

- **Environmental Design**
  - Specialty tree transplantation services. (April 2004 – December 2011)

#### Environmental Solutions

- **Frontier Waste Solutions**
  - Provider of solid waste services to municipal, residential, commercial and industrial markets in Texas. (April 2017)

- **Cobalt Environmental Solutions**
  - Provider of oilfield wastewater disposal services. (April 2014 – May 2019)

- **R360**
  - Provider of non-hazardous oilfield waste treatment, recovery and disposal services. (July 2010 – October 2012)

- **Controlled Recovery (CRI)**
  - Provider of oil and gas waste disposal services. (November 2006 – July 2010)

- **Ashbrook Simon-Hartley**
  - Provider of liquid and solid separation technologies to the wastewater industry. (January 2005 – July 2012)

#### Niche Manufacturing

- **All-State Industries**
  - Manufacturer of non-metallic components for industrial & specialty vehicle OEMs. (February 2019)

- **Ligchine International**
  - Designer and manufacturer of laser-guided concrete boom screeds. (July 2018)

- **Americo Manufacturing**
  - Manufacturer of floor cleaning pads, specialty nonwovens and floor matting products. (December 2017)

- **Magnum Systems**
  - Designer and manufacturer of pneumatic conveying and material handling equipment. (October 2016)

- **Timber Automation**
  - Manufacturer of equipment and systems for the forest products and biomass industries. (August 2015)

- **Marine Accessories Corporation**
  - Designer and manufacturer of wakeboard towers and canvas covers. (July 2015 – June 2018)

- **Parker School Uniforms**

- **MultiCam**
  - Manufacturer and distributor of CNC cutting machines. (April 2008 – May 2014)

- **Fusion Specialties**
  - Designer and manufacturer of custom mannequins. (February 2007 – June 2013)

- **Primus Sterilizer**
  - Designer and manufacturer of steam sterilizers. (December 2006 – November 2018)

- **C&M Conveyer**
  - Designer, manufacturer and installer of material handling systems for the corrugated, folding carton and commercial printing industries. (July 2006 – May 2018)

- **Via Seating**
  - Designer and manufacturer of office seating products. (September 2005 – October 2014)

- **Ashbrook Simon-Hartley**
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*Exited investments*