Partner

Core hiring objective: Add a Partner who can assume Lead Partner responsibility for portfolio companies immediately upon joining Banyan - combining strong general-management judgment and demonstrated value creation with proven transaction capability.

1. Role Objective

Banyan is seeking to add an experienced private equity professional to its partnership to increase the number of Partners who can independently lead and oversee portfolio investments. The individual should be ready on Day 1 to serve as a Lead Partner, with primary accountability for Banyan's oversight of assigned portfolio companies from acquisition through exit.

The defining requirement is not simply transaction experience. The successful candidate must have demonstrated the judgment, commercial orientation and general-management capability to work effectively with CEOs and Boards, identify the key drivers of business performance, establish value-creation priorities and hold management teams accountable for results.

2. Primary Responsibilities

Portfolio Company Leadership and Value Creation

- **Own Banyan**'s oversight of assigned investments as Lead Partner and primary Board representative.
- **Develop trusted**, constructive relationships with CEOs, senior management teams and Boards while maintaining clear accountability for performance.
- **Apply strong** general-management judgment to the full business - strategy, commercial performance, operations, organization, capital allocation and financial performance.
- **Lead the development** and execution of practical value-creation plans, including organic growth, margin improvement, operational initiatives, acquisitions, organizational development and other strategic priorities.
- **Assess management** capability and actively address senior leadership recruitment, development, succession and compensation where required.
- **Maintain a detailed** understanding of business performance, identify emerging risks and opportunities early, and ensure appropriate actions are taken.
- **Lead Banyan**'s involvement in significant acquisitions, financings, recapitalizations and other major corporate initiatives.
- **Maintain a current** view on valuation, strategic alternatives and exit readiness and ultimately lead the realization process.

Investment Evaluation and Transaction Execution

- Lead or play a senior role in assessing new investment opportunities and developing conviction around the business, management team, risks and value-creation potential.
- Oversee due diligence, financial underwriting, valuation, structuring, financing and negotiations.
- Develop and present investment recommendations to Banyan's Investment Committee and provide leadership to transaction teams.
- Bring a demonstrated record of completed transactions, while recognizing that deal execution alone is not sufficient for success in this role.

Firm and Team Leadership

- Operate as a collaborative member of the Banyan partnership and contribute to the firm's investment judgment, portfolio oversight and continued evolution.
- Mentor and develop investment professionals and provide clear leadership to deal and portfolio teams.
- Support origination and build relationships with business owners, executives, advisors, lenders and other Canadian middle-market participants.
- Represent Banyan effectively with management teams, investors, intermediaries and other stakeholders.

If you are interested, please forward a copy of your resume to
Aaron Collins - aaron@collinsexecutivesearch.com. All inquiries will be kept strictly confidential.

3. Candidate Profile

The successful candidate will be an experienced private equity investor with the maturity and judgment to assume Lead Partner responsibility immediately. The following attributes should be viewed as the core screening criteria:

Priority	What We Are Looking For
1. Lead Partner readiness	Demonstrated ability to take primary accountability for a portfolio company, operate credibly at the Board level and work directly with CEOs and senior management teams.
2. Value creation	Tangible evidence of improving portfolio-company outcomes through growth, margin improvement, strategic repositioning, acquisitions, organizational change, capital allocation or other initiatives.
3. General management	Strong commercial and operating judgment across the entire business, with an ability to move beyond financial analysis and understand what actually drives performance.
4. Investment / deal capability	A strong record of evaluating and completing private equity transactions, including diligence, underwriting, valuation, structuring, financing and negotiation.
5. Leadership / culture	Collaborative, low-ego, accountable and capable of developing strong relationships while constructively challenging management and colleagues.

Experience and Background

- 15-20 years of relevant professional experience, including significant experience in private equity or a closely related principal-investing environment.
- Demonstrated experience investing in and overseeing middle-market businesses.
- Meaningful Board experience and direct experience working with CEOs and senior management teams.
- Evidence of successful value creation within portfolio companies - not experience limited primarily to transaction execution.
- A demonstrated track record across the investment lifecycle, including evaluating, executing, managing and ultimately realizing investments.
- Experience leading add-on acquisitions and other significant strategic or capital initiatives within portfolio companies.
- Strong analytical and financial capabilities combined with practical, commercially oriented decision-making.
- Experience leading, mentoring and developing investment professionals.

4. Personal Characteristics and Cultural Fit

- Sound judgment, maturity and a high degree of personal accountability.
- Confidence and executive presence without ego; comfortable constructively challenging experienced CEOs and senior colleagues.
- Hands-on orientation and willingness to engage deeply in portfolio-company issues rather than operating solely at the Board level.
- Ability to balance support for management teams with appropriate challenge and accountability.
- Intellectual curiosity, strong commercial instincts and an ability to simplify complex issues.
- Collaborative approach and genuine interest in contributing to a partnership rather than building an individual franchise.
- High integrity and a reputation for treating management teams, colleagues and counterparties with respect.
- Long-term orientation and interest in contributing to Banyan's continued development and succession.