

Sr. Associate / Principal – Talent & Recruiting

Location San Francisco Bay Area / Denver / Washington, DC / Open to considering other locations

Summary

You will be joining a tight-knit firm with a unique approach to private equity investing. We work alongside top tier financial and operating partners to pursue high-impact investments for our diversified PE portfolio.

Our culture values innovation, collaboration, and the entrepreneurial drive to make things happen. As an integral member of the team, you will be responsible for shaping our approach and leading recruiting for C-level and board of director positions at our portfolio companies. You will also oversee recruiting for the firm's team of investment professionals, directly impacting the trajectory Kingfish Group.

Candidate Profile

- B.A or B.S. with 3+ years of work experience, which includes significant experience in recruiting for C-level positions.
- Excellent judgment with a proven ability to identify, vet and close candidates
- High EQ team player with strong communication skills and ability to build relationships with stakeholders at all levels
- Intellectual curiosity and a desire to learn about new industries and business models
- Creative, resourceful and process oriented, adept at developing and implementing best practice
- Fluency in the private equity investing process – a plus, but not required

Responsibilities

- Recruit C-level executives for board of director and top management positions for our and our co-investment partner's portfolio companies
- Recruit investment and other professionals for positions within the firm
- Manage and guide our internal research team to identify the right candidates
- Develop the firm's approach, systems and best practice to identifying and recruiting talent
- Participate as a member of the team in building our culture and setting our firm goals and strategy

About Kingfish Group

Kingfish Group is a different kind of private equity firm, building companies in close partnership with top industry executives. We have pioneered an approach to direct private equity investing that places us at the intersection of people, ideas, and capital. We work in partnership with targeted executives and a limited set of high-performing PE sponsors to identify, invest in, and grow great businesses. At the core of our efforts are deep, systematic relationships with proven operating executives.

Culture

Our philosophy is to find the best people and give them the freedom to learn, innovate, and outperform. In that spirit, we are structured to ensure that each individual contributes substantively to firm strategy, and there is extensive feedback on performance. Authority is decentralized, and performance is rewarded based on achievement of goals.

Kingfish is a unique place that demands extraordinary tenacity, confidence, intellectual curiosity, and communications skills. We pride ourselves on assembling high-performing teams to pursue inspiring goals.

If this role describes you and the type of environment in which you thrive, e-mail us at recruiting@kingfishgroup.com.