Verdier & Co.
CORPORATE ADVISORY

Verdier & Co. Corporate Advisory
Role description: Senior Associate

The role:

We are looking for a Senior Associate who combines strong technical foundations with sound judgement, independence and an interest in growing within a small, ambitious firm.

The role combines high-quality transaction execution, client work and a contribution to the development of the firm. It suits someone who takes ownership, guides junior colleagues and wants to take on greater responsibility as the firm grows.

About Verdier & Co.

Established in 2016, Verdier & Co. is an independent London-based M&A and corporate finance advisory boutique, with an Anglo-French heritage and a strong cross-border focus. We advise corporates, private equity investors and entrepreneurs, combining senior-level expertise with the agility of a boutique.

Our approach is advisory-led and relationship-driven. We often work with clients well before a transaction is envisaged, from defining their strategy and identifying opportunities through to execution, supported by our proprietary Extensive Mapping Intelligence (EMI^{SM}) methodology.

We are a lean, international team with a flat structure, offering direct exposure to senior bankers, clients and meaningful transaction responsibilities. Our values, "Excellence - Perseverance - Results^{SM}", guide how we work and develop our people. We are a certified B Corp.

A. Attitude and professionalism

Excellence

- High quality standards
- Irreproachable work ethics and personal values
- Entrepreneurial proactiveness
- Likeable, cooperative and strong team player
    - Takes ownership and responsibilities of delegated tasks
    - Give credit and motivate team members
- Thrives on flat hierarchical structure
- Determination to learn, to improve performance and to have an impact

Perseverance

- Ability to adapt to unforeseen situations
- High motivation, availability, dependability and commitment to all projects
- Endurance
- Long term as well as midterm and short-term business perspective

Results

- Ability to act as a role model for team members and generate goodwill for the firm
- Capacity to involve oneself in a situation and take ownership
- Show ability to project him/ herself to the later steps of his/ her career
- Clear willingness to assume greater responsibility (on the job/ within the team)
- Has ambition & learning curve

- Curiosity for technical, structuring and business aspects

- Creativity, think out of the box
  - Suggest adequate ways to solve issues
  - Contribute new ideas for marketing or for the improvement of the organisation

B. Key competencies

Presentation and communication

- Deliver presentations to a client in a professional and articulate way
- Demonstrate market-standard skills in drafting for all kinds of presentations and marketing documents
- Express his/ her opinion on a situation, even when conflicting, in an articulate and fact-based manner
- Ensure efficient communication with good level of listening/questioning/exposing ideas
- Proficient in English, and either in French or another language
- Show commercial skills and ability to build relationships at an appropriate level of seniority
- Understand client expectations and how to manage them
- Ability to develop client relationships, bring new and valuable business

Working methods

- Demonstrate excellent organisational skills
- Able to define required actions with a good sense of prioritization and progress control
- Able to organise own work and team's work accordingly
- Demonstrate rigour and reliability for own work and ability to conduct quality checks for delegated work
- Coach more junior team members efficiently and effectively
- Anticipate organisational challenges and come up with appropriate suggestions
- Allocate tasks properly and in a clear manner
- Give constructive feedback

Technical competencies

- Excellent knowledge of accounting and financial techniques
- Understanding of major legal and tax issues/ documentation on various types of transactions
- Basic knowledge of structuring issues
- Strong analytical mind, numerical and problem-solving skills
- Exhaustive modelling skills (DCF, multiples, LBO model, Merger model, value creation analyses…)
- Perfect knowledge of transaction process and key steps for major types of transactions
- Mastering of CF techniques and procedures
- Ability to take ownership of substantial workstreams across M&A transactions, under the supervision of senior bankers.
- Ability to coordinate transaction deliverables and interact directly with clients and external advisers, including lawyers, at an appropriate level of seniority.

Firm responsibilities

- Contribute to Firm's strategic initiatives eg recruitment, int'l development, sector coverage, client coverage team,….
- Can be required to work on specific internal projects