

Ordiant

Associate Position

Candidates

Ordiant is seeking a candidate with ideally two-to-four years of relevant work experience at an investment bank, private equity or private credit investment fund manager, regional or large accounting firm (audit and attestation or transaction advisory), management consulting firm (with corporate finance experience), or corporate financial planning or accounting department.

Company Background

We advise middle market companies on corporate finance, corporate development, and operational and internal financial improvement. Our mission is to empower owners and management teams with valuable analysis, project execution, and advice. We help clients make strategic change, close new bank and non-bank financings, increase the pace of organic or acquisition-led growth, resolve financial and operational pressure, assess and manage risks, restructure balance sheets, and drive internal process improvement.

Ordiant is unique. We've built our business to serve as a long-term advisory partner to independent family-, partner-, and entrepreneur-owned middle market companies. We recognize that these types of companies can have different priorities and risk tolerances than their private equity-owned or publicly traded counterparts and competitors. Traditional advisory firms often focus on closing transactions and one-off projects. We're different.

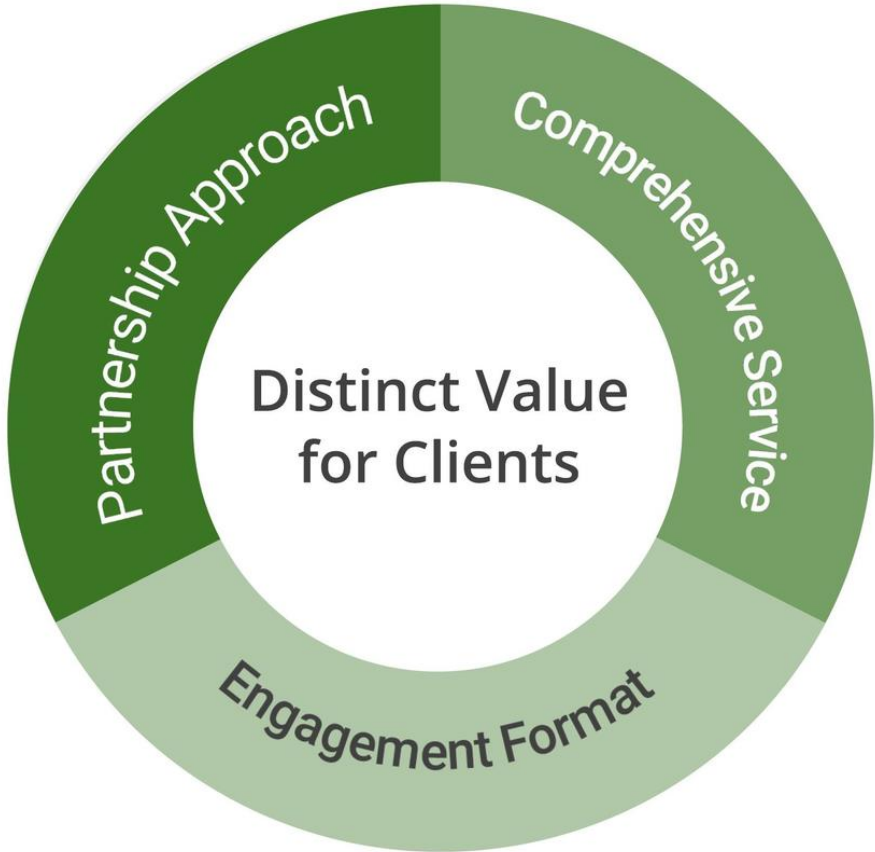
We start by understanding each client's goals. We provide decision-makers with sophisticated insights by analyzing large amounts of financial, operational, and market data and information. We prioritize risk control and deep due diligence. We build detailed models, and we leverage our technology systems to facilitate that process. We spend considerably more time working with each client than other firms in our industry because we believe that our concentrated approach enables us to add considerably more value. We recognize the special attributes of our clients, and we aim to enhance the qualities of their businesses while remaining true to their respective cultures and vision.

We help our clients increase their enterprise value over the long term while building durable businesses at the same time. We believe that alignment of interest is key to balancing those objectives. Therefore, we don't charge closing fees or hourly fees, and we don't cross-sell one-off services. Our innovative model confers distinct benefits to owners, management teams, employees, and the communities in which they operate, and that our institutional backgrounds also set us apart in this segment of the market.

Shannon Morgan founded Ordiant in March 2017. The firm is headquartered in San Francisco, CA.

Ordiant

How Our Model Creates Distinct Value for Clients



Ordiant

Partnership Approach

We allocate more time and attention to each client than most other firms in our field. On average, we've spent around 1,500 hours, on an annual basis, working with each client. In some cases, we spend significantly more time than that. We flex up and down in proportion to the complexity of the specific circumstance; however, we deliver the same standards of excellence in all cases.

Long-term client relationships allow us to offer lower fees, on a time-weighted basis, than traditional transaction- and project-based competitors. Customer acquisition costs are high in our industry. By collaborating over a longer period, we're able to pass savings back to the clients in the form of reduced fees. While our existing clients have contracted with us on annual and multi-year terms, we usually kick off relationships with shorter term trial engagements. Doing so enables new clients to judge our ability to add value before making more substantial commitments. Since the end of 2017, all of our clients have rolled over multiple contracts with us, an important demarcation of shared success in our eyes.

Comprehensive Service

Our open-ended engagement model enables us to excel in highly dynamic situations. For example, during turnarounds, we might: automate back-office functions to improve productivity, deleverage a balance sheet, refinance existing senior or junior debt to improve liquidity and covenant flexibility, help our client refine its corporate strategy, split off non-core assets, and revised fixed and variable cost structure strategies in relationship to pricing and volume changes. On the growth-end of the spectrum, we might: run an acquisition campaign, arrange financing for acquisitions or internal capital projects, build robust financial models that drive historical and pro forma analysis and valuations, and refine a portfolio of business units to optimize internal capital allocation.

Engagement Format

We believe that alignment of interest produces powerful results. We generate revenue through fixed base monthly fees. During longer-term engagements, we also structure performance fees around client profitability and/or free cash flow accretion above meaningful minimum hurdle rates, often offset by leverage and fixed charges coverage ratios to prioritize risk control. We don't charge hourly fees. As a result, clients don't face surprises — even when we exceed 60 to 70 hours a week during especially intense initiatives. We don't charge closing fees, and we don't cross sell our services. Our advice is solely based on what we believe is right, not on closing deals or generating new projects or billable hours.

Our clients benefit from the fact that we define our performance as their performance.

Ordiant

Ordiant is not an investment bank. We're not a private equity fund manager. We're not fractional CFOs, and we're not a traditional management consulting firm. We're a new type of corporate advisor. We blend the best capabilities of similar business models. Yet, we're different because we approach our work with an open-ended mandate, not limited to a single scope or service, which enables us to solve our clients' short-term challenges to help them achieve their long-term goals.

Our unique business model has helped us deliver meaningful results for clients. We've de-risked balance sheets. We've improved cash flow and liquidity. We've successfully guided clients through periods of intense financial pressure. We've reshaped capital structures resulting in improved costs of capital and better terms. We've implemented productivity enhancing processes and systems. We've led major financing and acquisition campaigns. We've built detailed financial models to highlight areas of opportunity as well as value leakage. We've shaped sustainable growth strategies.

You can find more information about us on our [website](#), which also contains our [Firm Overview](#), and our [Foundational Framework](#)

Why Ordiant?

Performance-Based Culture

Our culture is based on performance. We aim to be the best at what we do, which requires excellence in all matters. Candidates interested in working in a high-performance focused business will find this role challenging and exciting.

Entrepreneurial Environment

We're seeking to innovate for the benefit of clients. As a result, the Associate will experience, firsthand, how an organization scales its capacity and capabilities, and how it seeks to create a long-term competitive advantage.

Continuing Education and Personal Development

As an advisory business, human intellectual capital is the core driver of Ordiant's success. Therefore, we believe in investing heavily in developing our people. We'll help the Associate develop technical and non-technical competencies.

A Chance to Shape Ordiant's Future

Unlike larger companies, the Associate will have an opportunity to help drive organizational growth and development.

Meaningful Impact for Clients

The nature of our work involves helping clients create change within their organizations. Consequently, the Associate will be able to see the impact of their work at close hand.

Merit Based Growth

We believe in accelerating careers based on merit. As opposed to following a highly structured career development track, we aim to give individuals greater responsibility and autonomy as they prove ready to take the next step.

Ordiant

Position

Below are examples of the responsibilities of an Ordiant Associate.

- Help train and manage analysts.
- Conduct extensive financial and strategy analysis on existing client companies.
- Draft written memorandums summarizing findings and recommendations.
- Build financial models to identify accretive strategies, to value potential acquisition targets, and to support corporate turnarounds, cost structure changes, financings, and other major change initiatives.
- Help clients fine-tune GAAP financial accounting. Work with clients' accounting and financial planning and analysis departments to expand managerial accounting analytical frameworks.
- Formulate value enhancing ideas on pricing and unit economic improvement, competitive positioning, M&A, operational change management, supply chain strategies, inventory and asset management efficiencies, and other similar concepts.
- Integrate managerial accounting analysis into Ordiant's financial models including, for example: contribution margin, breakeven analysis, unit volume-profit relationships, operating leverage, product and period costing analysis, profit center-cost center-investment center analysis, various KPI-to- financial performance relationships, and other similar focus areas.
- Conduct quality-of-earnings analysis. Propose changes to improve the quality of both the client's reporting, and to increase the value of the business.
- Serve as an extension of client financial planning and analysis departments. Conduct specific one-off and ongoing projects.
- Continually evaluate margin enhancing, productivity improvement opportunities, and discuss with clients.
- Screen, develop analysis, and help source potential acquisition targets for clients.
- Support due diligence and underwriting processes.
- Develop industry research and help evaluate how clients might take advantage of or create change in their respective markets.
- Provide ownership-specific analysis including risk and return dashboards. Draft written summaries.
- Build presentations for client calls and meetings and engage with management and ownership during such interactions.
- Manage detailed financing and acquisition process status files.
- Compile detailed overviews of the different constituents involved in each process.
- Manage secure client files. Interface with client teams regarding document organization.
- Source new client engagement opportunities. Provide input for marketing campaigns.
- Qualify prospective clients during Ordiant's pre-engagement evaluation process.
- Assist Ordiant in winning client engagements by conducting analysis, developing strategies to discuss with management teams, and creating presentations and other materials for the business development phase of the client relationship.
- Manage Salesforce and interact with external Salesforce administrative consultant.
- Help Ordiant implement productivity enhancing processes, technologies and systems.

Ordiant

Qualifications

- Self-starter seeking an entrepreneurial environment.
- Ideally two-to-four years of relevant work experience at an investment bank, private equity, or private credit fund manager, regional or large accounting firm, management consulting firm (corporate finance experience), or corporate financial planning or accounting department.
- Clear interest in building a career in corporate finance and strategy consulting.
- High aptitude for creative quantitative and qualitative thinking.
- Strong case study-based financial analysis during interview process.
- Desire for considerable continuing education in addition to job requirements.
- Strong sense of integrity and value system aligned with Ordiant's.
- Must live in San Francisco, or a short commute from the city. Ordiant will provide a degree of work from home flexibility; however, the Associate will be expected to work out of the office location during most normal business hours.

Starting Compensation & Benefits

- Between \$185,000 to \$200,000 starting base salary. Discretionary bonuses based on performance.
- Office location at the company headquarters at 601 Montgomery Street in downtown San Francisco.
- 401-K plan with a three percent (3%) employer salary match.
- Company sponsored health insurance plan with premiums covered by Ordiant.
- High quality technology setup and individual login to S&P CapIQ (Bloomberg terminal comparable), individual login to Salesforce, Office 365 cloud suite, other enterprise-grade software platforms.
- All other benefits and services required under local, state and federal labor law.
- Ordiant is an at-will employer.

Ongoing Training

Ordiant will provide the applicable textbooks, coursework, and additional formal and informal materials associated with its ongoing training program.

- GAAP financial accounting.
- Managerial accounting.
- Cost accounting.
- Credit analysis, including distressed debt analysis.
- Credit agreement and related documentation analysis.
- Risk analysis and management.
- Quality of earnings analysis.
- Financing and acquisition due diligence.
- Financial statement analysis.
- Business valuation.

Ordiant

- Financial modeling.
- Competitive forces and industry analysis.
- Business strategy analysis.
- Corporate transformation analysis.
- Turnaround management.
- Capital structure analysis.
- Value creation frameworks.
- Fundamentals of the corporate advisory business, and client relationship management.
- Relevant law related to secured transactions and the uniform commercial code, contracts, bankruptcy and reorganization, and other related corporate topics.
- S&P CapIq, Salesforce, and other internal enterprise software systems.

Hiring Process

Timing

This search is open-ended. Meaning, there's no set hire-by date. Ordiant is seeking the right candidate for the job.

Process

Below is a brief description of the contemplated hiring process.

First Round

Please send resumes and cover letters, and any other materials that you believe might be helpful to a hiring process to smorgan@ordiant.com

Ordiant will ensure that every application is reviewed thoroughly, and that each candidate receives an equal opportunity to move forward in the process.

Second Round

The second round will involve phone interviews of up to an hour.

Third Round

The third round will involve follow-up phone interviews of up to an hour.

Fourth Round

Candidates that are accepted for the next round will be asked to submit case study analysis and financial model of one publicly traded company based on public SEC filings (10-Ks, 10-Qs, 8-Ks, S-1s, etc.), or a project-based financing.

The purpose of this formal case study is to replicate key components and attributes of the Associate role at Ordiant.

Fifth Round

The fifth round will be anchored by in-person interviews. The interviews will involve a more general discussion, a session of Q&A, and an in-person company case study.

Ordiant

Sixth Round

This round will involve follow-up phone calls to run through final questions. In addition, Ordiant will request candidate references. Ordiant will seek the candidate's express approval for Ordiant to contact the candidate's references.

Proposal

Upon making a final decision, Ordiant may provide a conditional, non-binding job offer to one individual, and may define the period in which the proposal will be open. In the event the candidate decides not to accept, then Ordiant may make a conditional, non-binding job offer, to the candidate next in line.

After discussing the conditional, non-binding job offer, Ordiant will conduct background checks, and will request transcripts, employment history, and other relevant supporting documentation within the parameters of applicable California and federal law.

This review is important based on the nature of Ordiant's work with clients. For example, the Associate will handle important confidential and proprietary client information. In addition, the Associate may come into possession of individual social security numbers, owner personal financial statements, company tax identification numbers, client bank records and financial statements, and a broad range of other sensitive. Ordiant will provide notice and will request consent from the candidate to conduct its deeper background due diligence.

Upon finalizing its full due diligence, Ordiant will make a final, binding job offer to the candidate.

Equal Opportunity and Fair Employment

Ordiant believes that diversity is a major asset. Therefore, Ordiant is dedicated to creating a positive work environment, and merit-based career tracks.

Ordiant does not discriminate based on race, skin color, ancestry, national origin, religion or creed, age, disabilities, sex or gender, sexual orientation, gender identity or expression, genetic information, medical condition, marital status, military and veteran status, domestic violence victim status, protected medical leaves, political affiliation, or any other protected class under all applicable federal and state law.