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617.960.4000

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San Francisco, CA 94111
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Private Equity Analyst Opportunity

Who We Are

Parthenon Capital is a leading, growth-oriented private equity firm with offices in Boston, San Francisco, and Austin. Parthenon was founded in 1998 and has since managed funds totaling over $10 billion in capital commitments. Parthenon is currently investing Fund VII, a $4.6 billion pool of capital, and targeting equity investments in the $100 million to $500 million range. We seek growth opportunities in our core sectors of financial services, healthcare solutions, and business/technology services and favor dynamic niches, consolidation opportunities, corporate carve-outs and other complex situations.



Our Analyst Program

The depth and breadth of Parthenon's Analyst program is a tremendous entry point into a career in private equity. Parthenon's distinct approach to investing and company building provides Analysts the opportunity to both build transaction execution skills and to learn directly from world-class management teams and operators. The Analyst program is part of Parthenon's long-term, intentional approach to talent development and provides Analysts with a strong professional foundation in investing.

The Analyst program at Parthenon is a two-year commitment. Upon successful completion of the two years, Analysts may have the opportunity to be promoted to Associate. In fact, the majority of our current Associates and Vice Presidents began their careers at Parthenon as Analysts. No matter what career path Analysts ultimately choose to pursue, whether within the Parthenon platform or a different firm or field, the Analyst program has proven to be a fantastic launchpad.

Your Responsibilities

Analysts are members of Parthenon's Investment Team. They support all aspects of the investing lifecycle including transaction sourcing, valuation, due diligence, structuring, and documentation. Analysts spend their time working with other investment professionals (including senior team members), Parthenon's Strategic Resource Team, and C-suite portfolio company executives to execute transactions and aid in managing portfolio companies. Analysts are expected to take a high level of ownership of their work and intentionally develop relevant skills.

Analysts' day-to-day work revolves around three primary areas of focus:

- Investing – Analysts collaborate with team members to evaluate investment opportunities, research industry dynamics, analyze complex data sets to complete due diligence, build financial models, develop investment committee memoranda, and support deal execution for both new platform and portfolio add-on investments.
- Portfolio Management & Operations – Analysts work with Parthenon's investment and operating teams to help portfolio management implement industry best practices in a variety of areas (e.g., organizational structure, financial reporting, sales execution, product road mapping, etc.).
- Thesis Development & Internal Operations – Analysts work in a matrixed reporting structure across Parthenon's offices and deal teams, gaining exposure to a variety of senior professionals and industries – including direct involvement in market research and the identification of new investment opportunities.

Your Experience

- Expected graduation with a bachelor's degree or higher in Winter 2026 or Spring 2027
- Track record of sustained academic and extracurricular excellence
- Outstanding quantitative/analytical skills and strong foundations in finance, accounting, data and analytics, and business strategy
- High degree of personal and professional maturity; ability to work well in a team environment
- Intellectual curiosity with a growth mindset
- Excellent interpersonal and communication skills (both verbal and written)
- Self-motivation with a high degree of demonstrated initiative
- Strong work ethic and a demonstrated sense of ownership over work
- Ability to multitask and manage conflicting priorities simultaneously while meeting deadlines and maintaining exceptional work quality

Your Compensation

Parthenon Analysts are offered a comprehensive compensation package including a competitive base salary, bonus potential, and excellent benefits. Expected annual base salary for an entry-level Analyst is $105,000.

See Next Page for Application & Webinar Details

Application Instructions & Interview Timeline

Applications open on Wednesday, **April 1st**, 2026, and close Thursday, April 30th, 2026*. Submit your application materials via email at **analystprogram@parthenoncapital.com**.

To ensure consideration**, application materials must include your **resume** and a **cover letter** that concisely and directly answers the following question: *What is the most impactful experience you've had in your educational and/or professional journey thus far?*

Applications will be reviewed on a rolling basis, and first rounds for selected candidates will begin during the April application period and continue through early May. We expect finalists will participate in a "Superday" final interview round sometime in June.

Want more information? We are hosting **three webinars** in the coming weeks to share more about Parthenon Capital and the Analyst role:

- Webinar 1: Monday, March 30th at 8pm ET
- Webinar 2: Wednesday, April 1st at 8pm ET
- Webinar 3: Tuesday, April 7th at 5pm ET

Register for webinars by clicking here: Parthenon 2027 Analyst Recruiting Webinar Registration

Please direct any questions to Melissa Slade, Human Resources Manager, at mslade@parthenoncapital.com.

*Applications submitted after the April 30, 2026, deadline and/or via third-party sources will not be considered.

**Qualified candidates must not need any work authorization for employment in the United States in order to be eligible for the analyst position. Parthenon is an equal opportunity employer. All qualified applicants will receive equitable consideration for employment based on their experience and qualifications and will not be discriminated against on the basis of race, color, sex, sexual orientation, gender identity, pregnancy, religion, disability, age, genetic information, veteran status, or national or ethnic origin.