PRAXIS
GROWTH PARTNERS
San Francisco ♦ New York ♦ Washington, D.C.

Praxis Growth Partners
Remote U.S.; offsites in San Francisco, New York and Washington, D.C., and travel as needed

Senior Associate, Investment Team
Praxis Growth Partners is seeking a Senior Associate to join its founding team and take an active role across sourcing, diligence, execution, portfolio management, value creation and exit.

Praxis is an emerging manager founded by senior investment and operating partners from TPG and The Riverside Company. The founders bring deep domain expertise, extensive executive advisor networks and realized track records of building and exiting companies across multiple cycles. We are launching with a focused strategy targeting lower middle market companies with $5 to $20 million of EBITDA that provide essential services and technology solutions for the human capital and healthcare end markets. The Senior Associate will gain exposure to control buyouts and strategic growth investments in resilient, essential services businesses facing labor, capacity, regulatory and cost-quality pressures. This role offers a rare combination of hands-on deal execution, operating partnership, and firm building. As an AI native investment platform, the candidate will have responsibility to develop and leverage AI-based solutions spanning sourcing, underwriting, portfolio monitoring and value creation.

As an early member of the team, the Senior Associate will have unusually high ownership and will work directly with the Managing Partners, investment committee members and operating partners. This is a tremendous opportunity to get in on the ground floor of this fund and grow with its success.

Responsibilities

Investments

- Develop investment theses and sector maps, partnering with senior Investment Professionals and advisors
- Originate and screen companies against Praxis investment criteria
- Build operating models, LBO and returns analyses
- Manage due diligence processes, including data rooms, diligence requests, third party advisors and financial, commercial and regulatory analysis
- Draft screening and investment committee materials; present findings to the investment committee
- Support structuring, debt financing and negotiation of purchase agreements and governance terms
- Cultivate relationships with founders, executives, executive advisors and intermediaries to originate proprietary opportunities, and represent Praxis at industry conferences and events

Portfolio Management and Exit

- Partner with operating partners and management teams after closing to execute the value creation playbook, track KPIs, evaluate add-on acquisitions, prepare board materials and attend board meetings
- Support exit preparation and execution, including sell side readiness and advisor selection

Firm Building and Team

- Support the buildout of the firm's AI native infrastructure
- Help build internal operations and back office functions
- Recruit, coach and mentor junior team members

Investor Relations

- Support LP communications, investor due diligence and portfolio reporting
- Participate in meetings with limited partners as needed

Qualifications

- Bachelor's degree required
- Two years of investment banking preferred, direct investing experience a plus
- Demonstrated competency in all aspects of investment opportunity execution including analysis, due diligence, company and market valuation, preparing investment memoranda; exposure to negotiations, structuring, funding and closing deals is preferred
- Transaction or sector coverage experience in human capital, healthcare or business services is a plus
- Advanced financial modeling, valuation and accounting skills
- Excellent written and verbal communication skills, with comfort working with senior executives and external stakeholders
- Demonstrated fluency in AI tools (e.g. Claude) and intellectual curiosity for AI
- Organizational discipline to manage multiple workstreams and priorities independently in a remote setting
- Entrepreneurial orientation and willingness to take on projects a new firm required
- Highly motivated, detail-oriented and able to thrive in a fast-paced, entrepreneurial environment

What We Offer

- Competitive salary, annual bonus and benefits
- Direct access to and mentorship from five founding partners who bring 70 years of combined investment experience from TPG, The Riverside Company, and Gryphon
- Clear path to grow with the firm; early team members will have the opportunity to take on increasing responsibility and economics as Praxis raises and deploys capital

Submit resumes to: spang@praxisgrowthpartners.com