

**Equity Research Associate**

**Exemption Status: Exempt**  
**Reports to: Director of Equity Research**

**General overview:**

The Equity Research Associate position is an exciting opportunity for an investment-oriented professional to work at Weitz Investment Management (WIM), a boutique, entrepreneurial investment firm based in Omaha, Nebraska. Our investment philosophy is grounded in thorough research, a disciplined focus on long-term results, strength in collaboration and a commitment to buying high-quality businesses at discounts to their underlying values. Associates work with the Equity Analyst team to provide analytical leverage in the coverage of businesses within the Weitz Investment Universe across multiple industries to optimize the team's collective knowledge while maximizing individual flexibility and creativity.

The Equity Research Associate position is part of a 3-year program designed to provide training and develop skills to evaluate a business from an operational, financial and qualitative standpoint, which can be beneficial in careers in investments, finance, or strategy consulting. Advancement to an equity analyst role will depend on the associate's development and the availability of open positions on the Weitz Team.

While the essential functions outlined above are the primary focus of the training program, Associates may be assigned limited coverage of businesses within the Weitz Investment Universe and may include responsibility for initial primary research at the discretion of the Director of Equity Research.

**Essential Functions:**

- Assist the Equity Analyst team in sourcing new investment ideas. These duties include but are not limited to:
  - Creating 3-statement (Income Statement, Balance Sheet, Cash Flow Statement) financial models, primarily Discounted Cash Flow-based and focused on critical drivers used to estimate business values
  - Conducting in-depth primary research on companies that meet our investment criteria as directed by the Coverage Equity Analyst
  - Assisting in the development of concise company reports summarizing the analysis in appropriate detail
- Work with assigned Coverage Equity Analyst to monitor portfolio investments and Fully Researched companies
  - Update company summaries and valuations at least quarterly
- Participate in the evaluation of ideas sponsored and presented by team members
- Interview management teams and others in the relevant value chains, in person and by phone as assigned
- Attend industry conferences, field trips, investor days, etc.
- Assist our sales/marketing team in educating clients about our research process and specific investments

- Collaborate, and foster excellent working relationships, with all members of WIM's investment team
- Regular and reliable attendance.
- Other duties as assigned based on company needs.

**Skills and experience required:**

- 0-3 years of relevant experience in equity research or business valuation (either by profession or course of study)
- Bachelor's degree (or expected attainment of bachelor's degree in Spring 2023)
- Proficiency in financial statement analysis and basic Excel modeling
- Demonstrated interest in the investment management industry

**In addition, the individual will demonstrate:**

- Intellectual curiosity and a clear desire to continuously learn
- Capability to thrive in a collaborative and collegial team environment
- Excellent interpersonal and communication skills, with an emphasis on clarity in writing
- Proven strong analytical and quantitative capabilities, as evidenced by career accomplishments and/or academic excellence
- Ability to manage multiple tasks and competing priorities
- Passion for investing
- Diversity of background and experience