

Job Title: Investment Associate

Location: In-person, Boulder County, Colorado

About Alder Point Capital Management:

Alder Point Capital Management is a real assets investment firm that specializes in U.S. farmland and timberland. We invest in high-quality properties in climate-resilient regions and partner with local operators to create value for investors, with a focus on financial returns, risk management, and community partnerships. Our approach is to use regenerative land management practices and sustainability interventions to enhance financial returns. We are committed to delivering positive climate, biodiversity, water, and rural prosperity outcomes through our portfolio. Learn more at alderpoint.com.

Position Overview:

The Investment Associate plays a key role on the investment team, working closely with Alder Point's senior leadership to source, evaluate, and execute farmland and/or timberland investments across multiple regions in the U.S. Responsibilities include investment due diligence, financial modeling, industry & regional market research, and investment recommendation drafting.

Key Responsibilities:

- With direction from senior investment team members, lead financial analysis, valuation, and due diligence processes on potential investment properties
- Identify and evaluate new investment opportunities through regional market research and property sourcing resources.
- Conduct in-depth market and industry research on natural resource commodities
- Assist in negotiating property acquisitions
- Draft investment committee presentations and memos
- Lead special projects, such as evaluation of technology solutions for investment analysis and management, impact measurement efforts, and response to client inquiries
- This role will require 1-3 weeks of travel per quarter

Minimum Qualifications:

- Bachelor's degree
- 4-7 years of experience in farmland/forestland investment, environmental markets, real estate, private equity, investment banking, or a related field
- Personal integrity, positive reputation for honesty and transparency, and commitment to excellence

Preferred Knowledge, Skills, Experience, and Competencies:

- Graduate degree in an applicable field, such as finance, economics, business, natural resources, agriculture or forestry
- Passion for sustainable investments in agriculture, food systems, timberland, infrastructure, or related sectors
- Technical training in production agriculture, forestry, or nature-based climate mitigation
- Advanced financial modeling and valuation expertise
- Strong deal execution and due diligence capabilities
- Excellent written and verbal communication skills
- Proven experience managing multiple projects in a fast-paced environment
- Ability to work in a small, growing firm, where employees contribute to overall firm success through special projects and tasks that may fall outside the scope of their primary role

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Location: This in-person role is based in Boulder County, Colorado. Office relocation is underway, with a final location expected in Louisville, Lafayette, or Boulder. Alder Point will not consider applicants seeking remote roles.

Compensation & Benefits:

- Salary: \$110,000 - \$140,000, depending on experience and qualifications
- Bonus Eligibility: This position is eligible for a discretionary annual bonus up to 30% of base salary, subject to individual and firm performance.
- Benefits: Alder Point provides an employee benefits package, including:
 - Medical benefits stipend
 - Retirement plan with employer match
 - Paid time off (vacation, sick leave, holidays)
 - Professional development and training opportunities

Physical Requirements: This position is primarily an in-office role, which will require work at a computer and desk for extended periods of time. Video calls are also a key component of the role. Walking on rural properties in variable weather conditions will be required for successful investment diligence and field tours.

Why Join Alder Point Capital Management?

Alder Point is an emerging investment management firm on a trajectory for meaningful growth in the next few years. We are a highly experienced and collaborative team that values hard work, analytical rigor, well-being, and a commitment to long-term partnerships with our investors and local community stakeholders. This is an opportunity to join a growing team, where employees are expected to make meaningful contributions and are empowered to help shape the culture and operations of the firm, while receiving the support needed for their own professional development. Alder Point team members play a critical role in the success of the firm's direct investment strategies while delivering durable environmental and social impact.

Alder Point is committed to building an inclusive workplace where all employees feel valued and empowered. We aim to create and model best practices for diversity, equity, inclusion, and belonging across the entirety of our business, from employee recruiting and retention to investment diligence and property management. Successful team members will share and actively contribute to these goals. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability, veteran status, sexual orientation, gender identity, or any other protected characteristic.

How to Apply:

If you are a qualified candidate with a passion for sustainable real assets investing, we encourage you to apply. Please send your resume and a cover letter to careers@alderpoint.com with the subject line "Investment Associate – [Your Name]". Applications are considered on a rolling basis. Employment offers will be contingent on favorable references and completion of a background check.