POSITION BRIEF

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POSITION

Vice President - M&A, Business Development and Relationship Management

COMPANY

Focus Financial Partners (NASDAQ: FOCS)

As a fast-growing, entrepreneurial company in the wealth management industry, Focus Financial Partners is the leading partnership of independent, unbiased fiduciary wealth management firms in the country.

The company makes majority investments in independent, growth-oriented, client-centric wealth management firms, and then provides resources so the firms can continue growing.

Partner firms get access not only to capital for growth but also to resources that assist in the areas of growth strategy, succession planning, talent management, marketing, pricing, compliance, operations, technology, vendor management and, most importantly, acquisitions of other RIAs.

In challenging the traditional broker/dealer, banking, and roll-up models, Focus is dedicated to supporting the entrepreneuship and independence of their partner firms.

Its differentiated and robust business model has resulted in phenomenal growth in the last 15 years. Since its inception in January 2006, it has completed over 200 M&A transactions and large-scale wire house lift-outs, making it the largest investor in the Registered Investment Advisor ("RIA") space. Today they have 70 partner firms, over $200B in client assets, and over 4,000 partner firm employees.

With >$1 billion in annual revenue, its profitability, capital structure and resources allow it to sustain and expand a leadership position in the US and broaden reach into international markets for future growth. Focus anticipates continued momentum, with annual targets for 20% revenue growth and 20% net income per share growth on average and over time.

The executive leadership has a terrific track record. Founders and colleagues have backgrounds from American Express, McKinsey, BCG, Goldman Sachs, Summit Partners and other leading companies.

OPPORTUNITY

The VP of M&A and Relationship Management will be a member of our client's core M&A and investment team, which is integral to Focus's continued growth.

The VP will have four main areas of responsibilities:

1. <u>Transaction Due Diligence and Execution</u> - Typically managing 2-4 transactions a year, the VP will work closely with our client's finance and legal teams. With oversight from an MD, the VP will lead valuation, due diligence, contract negotiations and post-acquisition integration of new partner firms and/or existing partner firms' acquisitions.

2. <u>Strategic and Operational Guidance to existing Partner Firms</u> - The VP will work with the MD to manage a select number of existing partner firms as an

advisor covering all aspects of their business and helping them grow and better serve their clients.

3. New Business Development - Working closely with the associate team that generates leads, the VP will be expected to help oversee the maintenance, development and growth of a robust pipeline of acquisitions.
4. Firm Initiatives/Projects - The VP will work as needed on other firm initiatives and projects (e.g. International, Partners' Meetings).

LOCATION

New York or San Francisco. Post pandemic, the position will require travel.

REQUIREMENTS

Background:

- Minimum of 2 years of post-MBA experience within investment banking, management consulting, private equity, and/or corporate M&A
- MBA degree from a leading university preferred
- Entrepreneurial experience and/or financial services experience ideal
- Knowledge of the wealth management space and relationships throughout the industry are beneficial, but not required

Skills:

- The ideal candidate will have strong problem solving abilities, transaction evaluation and execution experience,
- Strong awareness of financial valuation models and accounting
- Familiar with legal contracts as they relate to business collaborations and transactions.
- Project management – able to effectively manage multiple cross-functional projects simultaneously

Characteristics:

- Professional and executive presence; able to establish deep and trusting relationships with colleauges and partner firms.
- Successful candidates are team players who are self-starters and have a high level intellectual curiousity.
- An ideal candidate will possess the ability to be flexible and nimble in an entrepreneurial, fast-growing, and dynamic team environment.