

<b>Job title</b>	<i>Manager/Sr. Manager-Investments (FI)</i>
<b>Reports to</b>	<i>AVP – Investments</i>
<b>Role</b>	<i>Permanent</i>
<b>Location</b>	<i>Hyderabad, Bengaluru, Delhi</i>

## Company

[Caspian Debt](#) is a specialized debt vehicle providing non-dilutive and minimally dilutive capital to small and medium sized corporates and financial institutions. Caspian Debt is backed by reputed investors like SIDBI Venture Capital, Gray Ghost Ventures (USA), FMO (Dutch Govt Development Finance Institution), DFC (USA), and Triodos Investment Management, apart from its promoter Caspian Equity. Over the past 9 years, Caspian Debt has provided debt finance of about INR 23bn to more than 220+ small and medium corporate entities across several high-impact sectors like food & agribusiness, financial inclusion, healthcare, clean energy, education, drinking water, etc. Caspian Debt takes an investment approach to lending.

Our loan ticket sizes range between INR 0.5-150 million. We provide a wide variety of financial products which include term loans, working capital, purchase order finance, bill discounting, receivables finance, revolving limits, venture debt, subordinated debt, guarantees, quasi-equity, etc. Unlike traditional lenders, Caspian Debt does not make lending decisions based on mortgage collateral but instead, depends upon business data and customized product structuring to make loans to high-impact companies.

## Caspian Culture

Caspian promotes meritocracy and is an equal-opportunity employer. You will be an important part of our organization and will have a key role in our continuing success. Working as a team is critically important at Caspian. Our organization is lean and requires efficient solutions, unencumbered by excessive bureaucracy. As a result, we work together to find the most innovative answers, maintaining a very entrepreneurial environment.

We encourage you to visit our website at <https://www.caspiandebt.in/> for more information on the firm.

## Job Purpose/ Description

The Manager/Sr. Manager- is responsible for leading the Investments team for originating new business across our focus sectors within start-ups and FI space, building solid relationships in the impact business and fast-growing entrepreneur community, overseeing deal execution, and working towards strengthening the Caspian Debt brand.

## Duties and Responsibilities

You will be leading a team of 3-5 Investment Associate/Managers. ~40% of your time is expected to be utilized towards leading and mentoring the team for excelling at their roles. ~20% of time shall be required for taking initial/first-level decisions on the debt proposals and becoming a gatekeeper of the quality of applicant companies. ~15% of the time shall be required as an individual contributor sourcing & managing key investments. 15% of your time shall be required for supporting technology and process improvement and 10% of your time shall be required for supporting the marketing and communication team for running marketing campaigns focusing on lead generation and brand recall. The proportion of time mentioned here is indicative and will vary based on the requirement of the organisation. The position facilitates communication at all levels, balances resources to achieve objectives, and establishes accountability for results. Some details on the above-mentioned responsibilities are given below.

## Knowledge Building & Mentoring of Team:

- Ongoing knowledge building in the target Sectors to help identify emerging avenues of investment. Conduct research and analysis of the sector, market, and regulatory environment as required to support knowledge building.
- Guiding the team on areas of business development, customer focus and relationship management, negotiations, and transaction structuring.

**Business Development:**

- Prospect and source Debt proposals for Caspian debt through professional networking and fieldwork.
- Preparation of presentations or marketing materials for use in client coverage, business development activities, conferences, etc.
- Develop a suitable pipeline for Caspian debt target sectors by developing a pipeline development plan for specific sectors.
- Develop industry relations with PE/VC funds, banks, financial institutions, and Industry associations.

**Transaction Execution & Relationship Management:**

- Analysis of the potential investee company's operations and financials to determine suitability for Caspian Debt
- Manage and conduct end-to-end loan process from due diligence, risk analysis, preparation of credit notes and presentation to a credit committee, structuring of debt transactions, negotiations with clients, and ensuring timely turnaround.
- Establish and maintain portfolio company relationships and take remedial measures in case of stresses in the portfolio.
- Identify opportunities to support investee companies through knowledge sharing and connecting to relevant ecosystems.

**Technology and Process Improvement:**

- Contribute time and effort towards improving the processes and technology solutions used by the company. While we have independent team to develop technology and enable process changes, the business and operations teams are closely involved at each step of the process to make sure our efforts are customer focused.

**Marketing Campaigns:**

- In order to facilitate business development, the position will need to give ideas for implementation of marketing campaigns that are to be executed by the marketing team.

**Qualifications**

Qualifications that are necessary for someone to be considered for the position. Women are encouraged to apply.

Post Graduate Degree, (Finance is desirable),

- 7+ years of experience in lending and/or investing in high-growth businesses. At least 2 years of experience of leading a team of 3+ people.
- Extensive experience in establishing and maintaining relationships with entrepreneurs and with other stakeholders who support the entrepreneurial ecosystem like venture capital/private equity investors, industry associations, sector experts, etc.
- Strong experience in structuring debt transactions for corporate FI clients or high-growth impact enterprises. Experience of lending to Financial Institutions is a must.

Abilities:

- Deep understanding of issues of importance amongst social and environmental impact business and investor ecosystem.
- Fundamental understanding of accounting and financial statement analysis
- Ability to conduct secondary and primary research on market and success factors for businesses.
- Excellent skills with MS Word, Excel, and PowerPoint
- Integrity, reliability, and independence
- Attention to detail.
- Skilled in expressing ideas clearly and persuasively, both verbally and in writing
- Good personal discipline and planning
- Confident in working to deadlines without constant detailed supervision.
- Ability to thrive and support building of a collaborative culture within the team

**Travel requirements**

Moderate (5-8 days/month), anywhere in India.

**Direct reports**

1-3 people.

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**Contact Details**

Please send your resume to [hr@caspian.in](mailto:hr@caspian.in) and mention "**Manager/ Sr. Manager- Investments (FI)**" in the subject line.

Thank you for your interest in Caspian Debt.

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