



Access Creating Executives (“ACE”) Program

Access Holdings Overview:

Founded in 2013, Access Holdings (“Access”) is a Baltimore-based private investment firm with over half a billion Assets Under Management (“AUM”). Access makes direct investments in essential servicebased businesses with enterprise values between \$50 million - \$1 billion. Access Holdings takes a research based, thematic approach to investing, looking to acquire businesses in niche service industries that are positioned to outperform. Access seeks to create value over time through active management oversight and support its portfolio company partners.

<https://www.accessholdings.com/>

Access Executive Development Program Overview:

Access is seeking outstanding candidates for its Access Creating Executives Program (the “ACE Program”). The position provides a hands-on experience, exposing candidates to the key operational best practices and tactics of Access’ portfolio strategy execution.

Executives will join the ACE Program as a senior team member of an Access portfolio company, directly supporting and reporting to C-Suite executives in key operational functions, including, but not limited to, Finance, M&A, Strategy, and Operations. Executives are expected to improve, execute, and document best practices within the key roles, developing a meaningful operational skillset. Throughout this time, Executives will maintain meaningful dialogue with, attend, and participate in Access activities, training sessions, and summits with other executives or “ACEs” across the Access portfolio. Executives will be expected to work with Access to build skillsets, report out to other ACEs, develop playbooks, and train other executives where appropriate.

While no expectations are formally set, the portfolio Company and Access will jointly evaluate ACEs’ performance and may afford the Executive the opportunity to progress into other areas of the Access Holdings ecosystem, including the Access investment team. ACEs will be expected to leverage key learnings across the current and future portfolio, while also driving new investment opportunities and other typical work projects. This program will run 2 – 5 years, until the time of exit, at which time successful ACEs will be positioned to move into a C-Suite Position. The C-Suite Position will be within one of Access Holdings’ portfolio companies or on the Access Holdings investment team.

Access’ headquarters is in the Mount Vernon section of Baltimore, MD.

Responsibilities:

- Work directly with C-Suite executives to execute upon mission critical initiatives
- Join as a junior executive within the portfolio company reporting directly to a C-Level executive
- Given responsibility to run a critical function within a portfolio company (M&A, FP&A, Strategy)
- Improve upon and expand best practices
- Document all best practices utilized at the company in the form of Access Playbooks
- Work directly with Access to leverage best practices across other portfolio companies
- Attend quarterly conferences in Baltimore with other ACEs

Access Creating Executives Program Logistics:

Location: Portfolio Company HQ



Program Capacity: 1 ACE per portfolio company

Time Commitment: Full time, with dedicated Access Time

Qualifications and Characteristics

Successful candidates will have the following qualifications and characteristics:

- Fast learner with a desire to move with urgency, accountability, and intent
- Outstanding written and interpersonal communication skills with an ability to approach all communications with a sensitive and empathetic approach
- Ability to synthesize and convey complex business and marketing concepts effectively
- Strategic planner with the ability to plan and execute upon a defined task or strategy
- Innovative and creative thinker with the ability to derive best practices with demonstrated ability to express complex ideas in a clear and concise manner
- Proven track record of success collaborating in a fast-paced, results-driven team environment
- Demonstrated leadership skills with an ability to drive change

Requirements

- Candidate must have unrestricted authorization to work in the United States
- Willingness and ability to work out of the portfolio company offices
- Graduation from a top-tier MBA program or equivalent experience with top tier firm
- Have a total of 8 – 10 years of experience from a top-tier investment bank or consulting firm

Contact

Please email your resume to Access Recruiting at (recruiting@accessholdings.com)