

Getting Hired by Private Equity: Know the Timeline



When looking to land a role in Private Equity, knowing the timeline of a firm's operations is extremely important in terms of communicating with them as they search for management.

Most firms think and operate within three, 18 month time periods when buying a company. This is important because understanding the timeline and knowing the right moment of when they're looking to fill new roles and management will in turn help you land one of these roles.

However, this doesn't include the pre-period, or the LOI phase. This period of time is extremely important as the owner of the company as well as other management are deciphering whether or not they will stay. In the case he does choose to leave, having a good relationship with the PE firm is critical for you as they are looking for a replacement as soon as possible. Unless you have been in good communication with them for a significant period of time, they are unlikely to consider you.

During the first 18-month period, a firm will evaluate talent that's currently at the company and decide what exactly needs to be replaced and what does not. On typical occasions, a new CFO, controller, or VP of finance will be hired depending on the size of the company. They then begin looking for operators as well as one to two board members.

The second 18 months is when new add-ons are searched for and growth of the company is concentrated on. The company has started to build relationships and a list of companies to ready themselves for add-ons. During this second 18 months, the firm is also more willing to replace a larger portion of the management team if they aren't meeting expectations.

The final 18 months largely focuses on preparing the company for sale. This could mean the firm is out doing road shows, talking to strategics, or have an investment banker hired.

As an executive, you will want to know the general timeline of a company who has been bought and more specifically, the moment a firm acquires a new platform. That way you can start marketing yourself to them right away and have the best chance at landing a role.

However, finding out all these changes can be difficult on your own.

BlackmoreConnects™ provides members with worldwide databases that contain constantly updated changes in Private Equity platforms and add-ons, as well as the contact information of the Private Equity firm involved.

With these databases, you stay updated on the most relevant and recent news in Private Equity. You will be able to use this information to your advantage, and market yourself as soon as possible to an endless number of firms during strategic times of hiring.

BlackmoreConnects™ also provides email and phone templates that allow a member to market themselves to the best of their ability when reaching out to firms. These templates are designed by executives for executives. This means that the marketing techniques that are used in the templates exemplify the exact qualities firms want in a candidate. Blackmore equips you with a template for any situation, depending on where exactly the company is in its ownership cycle. No matter the situation, Blackmore gives a dozen or so methodologies for positioning yourself as a board member, sponsor, or other positions you may land.

Our data has shown that an executive needs a funnel of at least 200 to 400 Private Equity firms in which you are actively marketing yourself to on a weekly basis. To manage this complexity as well as your own personal time, we recommend you use a type of communication automation software that can save you dozens of hours a week, such as Refer.com.

The conferences and networking events BlackmoreConnects™ offers to its members helps executives grow this funnel immensely. It gives them the opportunity to meet one on one with Private Equity and extend themselves as executives for any potential openings they may have.

Putting yourself ahead and always being two steps in front will inevitably give anyone the upper hand. However, having the proper tools to be ahead is necessary and beneficial over being on your own.

For more information, visit our website at blackmoreconnects.com. For a limited period of time, BlackmoreConnects™ is offering a free trial where you can gain access to our article and webinar library. Please [click here](#) to access the trial.