



[Next Frontier Capital](#) is hiring a **Principal** to join our investment team!

**Job Type:** Full-time  
**Start Date:** April/May 2024  
**Salary:** Salary + Carry, *commensurate with experience*  
**Location:** NFC office - Boulder, CO

## ABOUT US

Founded in Bozeman, MT in 2015, Next Frontier Capital is an early-stage venture capital firm backing mission-driven, talented entrepreneurs building Rocky Mountain technology companies of impact, utility, and value. The Firm is backed by a well-diversified pool of investors, endowments, foundations, and executives from the world's top technology and financial firms, who join us in recognizing the region's extraordinary growth in technology deal flow. NFC is investing out of its fourth fund, targeting early-stage founders looking to raise between \$2 - \$6 million in equity financing rounds. Today we have a team of 8, with 6 on the investment team.

## POSITION

Next Frontier Capital is seeking a highly skilled and motivated professional to join our team as a Principal on the investment team. As a Principal at NFC, you can expect the following:

- **Team:** you will join a lean, dynamic investment team based in the Rocky Mountains and receive significant responsibility and experience early in your investment career.
- **Deals:** play a crucial role in identifying, evaluating, and executing investment opportunities
- **Portfolio Management:** actively manage and support our portfolio companies.
- **Industry Research:** stay informed about industry trends, emerging technologies, and market dynamics relevant to the fund's focus areas.
- **Networking:** build and maintain strong networks within the startup ecosystem, including entrepreneurs, co-investors, and industry experts.
- **Fundraising and Investor Relations:** assist in fundraising efforts, including preparing materials for limited partners and participating in investor meetings.
- **Growth Opportunity:** for the right candidate, this is a path to a partner role.

## QUALIFICATIONS

- Minimum of 7 years of professional experience, preferably within one of the following:
  - Accelerators, venture capital, private equity, investment banking
  - Entrepreneurship or a position in a high-growth, venture-backed technology company
- Strong analytical skills, with the ability to conduct thorough financial modeling and due diligence.
- Excellent communication and presentation skills, with the ability to articulate complex ideas clearly and concisely.
- Deep understanding of technology trends, startup ecosystems, and relevant industries.
- Ideal prior experience:
  - Technical, engineering, or product background, or
  - Track record of sourcing, executing, and managing venture capital investments

## COMPANY VALUES

### ***Motivation Matters***

We believe that purity of motivation is an accurate predictor of success. Knowing your “why” is the rudder that steers your pursuit, and by partnering with mission-driven entrepreneurs, NFC supports startup companies to achieve both scale and value.

### ***Love of Place***

We love the Rocky Mountains and the free-ranging lifestyles our communities pursue. We live in the mountains purposefully and live balanced lives, walking between hard work, family, community, and play. By investing in place, we create meaningful impact on the communities we support to drive company formation, job creation, and income growth, while building an organization that sustains across generations.

### ***Respect for Founders***

Next Frontier Capital centralizes integrity, as we empathize with the incredible challenges and difficulties faced by founders and company builders. We gladly acknowledge our responsibility to our founders and take our commitments to availability, honesty, and support seriously.

### ***Diverse Perspectives & Intellectual Rigor***

NFC is characterized by hard work, thoughtful analysis, intellectual rigor, and a commitment to the multi-layered processes and inquiries required to make informed decisions. We draw upon our education, experience and intuition to support founders and startups who share our intention toward precision, mission, and outcome. Diverse teams outperform non-diverse teams. We value diversity of thought, perspective, and experience and encourage inclusive challenges to thinking.

### ***Beyond Politics***

In a cultural context of increasing political tension, we aim our focus on positivity and mutual support. Rather than engaging in divisive conversations, we foster a collaborative, supportive environment focused on high-performance as an interconnected team rather than a collection of individuals.

## LEARN MORE

- [Our Team](#)
- [Investment Thesis](#)
- [Venture in the Rockies \(Will's Blog\)](#)
- [Found in the Rockies \(podcast\)](#)
- [Inspired by Example \(podcast\)](#)
- [NFC's Portfolio](#)

## Hiring Process

- Application (including resume and cover letter that highlights why you're excited to work with a VC firm that invests in the Rockies)
- Internal Tasks
  - Filter to top 20
  - Google candidates that match requirements - looking for public speaking (podcasts, blogs, etc.)
  - Network connections / backchannel
- Process
  - Post Job Description by
  - Narrow down first round of candidates by
  - Order of interviews
    - Kirsten
    - Will/Rich
  - Project Presentation - at partner meeting - meet with Garrett/Franz mid-project to answer questions and evaluate early project materials
  - Les/Kirsten project feedback
  - Reference/Background checks
    - 2-3 personal references along with backchannel from network
  - Meet in person with at least KS
  - Scott sends offer letter & conducts background check
- Where to post
  - Gusto
  - Website
  - NFC + Team LinkedIn shares
  - Women in VC Share
  - Colorado venture slack share
  - Will's blog
  - Built in CO
- Timeline
  - Post Feb 8th
  - Close applications: Feb 22nd
  - Kirsten: Mar 1st and 5th
  - Will/Rich Start: Mar 11
  - Project Start: Mar 25th (Garrett/Franz - Wed Mar 27 check-in call)
  - Project Presentation: Week of April 1, 2024
  - Project feedback April 4-5
  - Offer letter: April 8
  - Start: May 2

