

- **What is the TR Academy Program?**

- The TR Academy program is stitched together with an aim of building long term investors in the Private Equity Industry
- TR Capital has created a platform to mentor young investors through the investing life cycle and assist them in their long-term career plans (MBA, Entrepreneurship, Other Investing Format)

- **Is it a full-time position or an internship? What happens once the program ends?**

- TR Academy is a full-time position (for fresh graduates as well as for candidates with 1-2 years of experience) and the duration for the program is for a period of 2 years
- In the past, analysts who have been part of the TR Academy have either been promoted to the position of an Associate (track role), left for an MBA, or joined other Private Equity Funds
- We are currently also looking to introduce an externship program with our portfolio companies where the analyst can intern for a few months, to get first-hand operations experience

- **What makes for an ideal CV to apply for the TR Academy program?**

- We typically prefer hiring candidates from top tier investment banks, consulting companies or the buy-side, who possess 1 – 3 years of relevant industry experience

- **What kind of deals will I be expected to work on?**
 - As we are a secondary specialist, you can expect to work on secondary direct investments as well as secondary portfolio restructuring transactions
 - We focus on 3 sectors within the new economy: we invest in established leaders in Technology, Consumer/New Retail and Healthcare

- **Where will I be based during the program?**
 - Any recruit of TR Capital compulsorily has to spend their first twelve months in Hong Kong working closely with the management and the team over there
 - After which, they may be given the possibility to stay in Hong Kong or move back to the specific geography they have been hired for i.e., Mumbai, Shanghai or Shenzhen

- **What kind of training will I receive on the program?**
 - Pre-deal, the candidate will receive training on the financial, commercial and legal side of deals
 - Financial/Commercial: Constructing financial models (both direct and portfolio acquisitions), building returns analysis, as well as writing IC memos
 - Legal: Understanding the nuances of NDAs, as well as the use cases of legal documents such as SSA, SPA and SHAs
 - Post-deal, the candidate will be focusing on operations and monitoring KPIs

- **What will be my roles and responsibility as part of the program?**
 - You will be part of all day-to-day operations, ranging from preliminary analysis of opportunities, running financial models and writing IC memos, conducting on the ground due diligence for live deals, liaising with various companies, as well as post-deal portfolio monitoring
- **What are the team dynamics of the deal team?**
 - Deal teams are lean, and the analyst/associates will be working with the other team members who are part of all the execution. The directors and the partners are the deal leads
- **What comprises the TR Academy hiring process and how does it move?**
 - Candidates will have a preliminary interview, after which they will have to take a basic quant test (to test math skills, and ability to execute quick)
 - This will be followed by another 2 rounds of technical interviews, a round of case study, and final round of interviews with the partners
- **What will my compensation be?**
 - TR Capital compensates its employees at or above market standards, in addition to which the employee can also expect a variable component which can be up to 100%