

# We are recruiting an Investment Analyst

**We at Stephen Industries are seeking a highly motivated and talented Investment Analyst to join our growing team in 2025 for a full-time position!**

Stephen Industries is a Finnish family office that invests in startup and growth-stage companies operating in Finland and Europe. At the core of our investment strategy are innovative deep-tech, environmental, and health technology companies striving for growth and excellence while making a positive impact on the world. Beyond this, our investment operations cover a wide range of alternative investment funds and other asset classes.

We are looking for candidates with 0.5–2 years of experience in investments, strategy consulting, corporate finance, M&A, startups, or similar roles, as well as a strong interest in working with investments in innovative companies. We are also open to candidates with strong background in medicine, life science, engineering or physics, assuming you also have a strong interest in technology and investing. This is an excellent opportunity to gain exposure to a diverse range of industries and investment strategies while working alongside an experienced team of investment professionals.

This is a full-time, permanent position located in central Helsinki, with the possibility of hybrid work.

## Key responsibilities:

### Investment Analysis and Execution:

- Conduct industry research, financial analysis, and valuation of potential investment opportunities.
- Assist in the development of investment theses, and investment memos.
- Support the due diligence process by liaising with internal and external stakeholders, including legal and financial advisors.
- Participate in deal negotiations and contribute to the structuring and execution of transactions.

### Portfolio Management

- Monitor portfolio companies' performance, including financial analysis, industry trends, and operational developments.
- Work closely with portfolio companies to identify and execute on value creation initiatives.
- Assist in the preparation of regular portfolio updates and performance reports for internal and external stakeholders.

### Market Intelligence:

- Attend industry conferences, networking events, and meetings to expand market knowledge and develop professional relationships.
- Keep abreast of market trends, sector developments, and competitor activities to identify potential investment opportunities and inform investment decisions.

## Qualifications and Experience:

- A bachelor's degree in finance, industrial engineering, economics, medicine, life science, physics, mathematics, business or a related field from a reputable university; an MBA, MSc or CFA designation is considered a plus.
- Approx. 0.5-2 years of relevant experience in investments, strategy consulting, corporate finance, M&A, startups or similar roles, preferably with a focus on venture capital or private equity. For candidates with a medical, life science, physics or engineering background we do not necessarily require such experience but see it as a plus.
- Strong market analysis, financial modelling, valuation, and analytical skills, with a solid understanding of financial statements and corporate finance concepts.
- Excellent verbal and written communication skills, with the ability to present complex information in a clear and concise manner.
- Proficiency in Microsoft Office, particularly Excel and PowerPoint.
- Fluency in Finnish and English is required; additional language skills are considered a plus.
- Valid work permit in Finland

## Desired Skills and Attributes:

- ✓ A strong work ethic and the ability to work both independently and collaboratively in a fast-paced, dynamic environment.
- ✓ A proactive and curious mindset, with a keen interest in learning about new industries, technologies, and investment strategies.
- ✓ Strong interpersonal skills, with the ability to build and maintain relationships with colleagues, portfolio companies, and external partners.
- ✓ The ability to prioritize tasks, manage multiple projects simultaneously, and meet deadlines.

We are an equal opportunity employer and welcome candidates from diverse backgrounds to apply. We offer a competitive salary and benefits package, along with opportunities for professional growth and development.

Please apply by April 13th via [LinkedIn](#) by submitting your resume, cover letter (optional), and brief description of relevant project or deal you have worked on (optional). Please apply early, as applications will be evaluated on an ongoing basis. We thank all applicants for their interest; however, only those selected for an interview will be contacted.

Should you have any questions, do not hesitate to contact us:  
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Kindly note that by submitting your application you accept making your personal data provided available to us for the purposes of recruitment activities according with the GDPR regulation.

## Selected portfolio companies of Stephen Industries

### bioretec

Bioretec is a listed medical device company that develops bioresorbable orthopedic implants that promote bone growth and accelerate fracture healing after orthopedic surgery



Flow Computing is a spin-off from VTT's science-based incubator and is developing a Parallel Processing Unit that provides a 100x performance boost to CPUs



Goodio is an innovative challenger in the chocolate industry that develops handmade chocolates without additives and from responsible vegan organic raw materials



Hycamite provides its industrial clients with low-carbon hydrogen and sustainable carbon products by using its proprietary methane pyrolysis technology



NPHarvest is an Aalto University spin-off company that is developing a solutions for recovering nutrients from wastewater



Polar Night Energy is an energy storage technology company, developing a sand battery, which offers high temperature thermal energy storage solutions



Sooma is a medical device company specializing in non-invasive brain stimulation devices for neurological and psychiatric disorders



StemSight develops curative treatments for corneal blindness using induced pluripotent stem cells