

## Who is LDI?

LDI is a family office based in Indianapolis that acquires and operates middle-market companies in the manufacturing, logistics, and distribution sectors. The company has been a part of the Indiana business community for over one hundred years, and today employs more than 2,000 people in over 50 countries. Unlike traditional private equity, LDI employs a build and hold strategy to help companies achieve multi-decade success.

## What role is LDI hiring for?

LDI is seeking candidates for analyst roles in the parent company's Strategy & Operations ('S&O') team. The S&O team provides a mix of strategy consulting, analysis, project planning, and executional support to LDI portfolio companies. The team's mission is to accelerate the growth of portfolio companies by refining strategy, building processes, and increasing the ability of each company to execute their value creation plans. The team reports to LDI's CEO and is actively involved in the day-to-day with supporting portfolio company management teams. Candidates for the role typically have 2-6+ years of experience.

## What background is right for these roles?

At LDI we believe good ideas can come from anywhere, and there are many different successful approaches. A few common traits in successful candidates for analyst roles are listed below:



Entrepreneurial mindset and willingness to explore and solve ambiguous problems.



A learning and growth mindset and appreciation that good ideas can come from anywhere.



Familiarity with one or more frameworks for analysis (accounting & finance, statistics, data analytics, etc.) and an ability to structure communication and processes.



Customer service mindset focused on serving internal stakeholders with enthusiasm and professionalism.



A desire to not only consult and provide recommendations to management teams but also to engage directly in executing those recommendations.



Interest in medium-sized businesses and "business building" – helping companies not only refine processes, but also setup the foundations for success.

## What does career growth in this role look like?

The S&O team provides the opportunity to gain exposure to senior levels of company management and enterprise-wide business operations across multiple companies. Members of the S&O team have career development and advancement opportunities at LDI itself, and they also can pursue roles at portfolio companies as they arise. Examples of current and past roles for members of the team who joined as analysts are below:

- Vice President, Strategy & Operations (LDI)
- Manager, Strategy & Operations (LDI)
- Senior Vice President, Supply Chain Management (Portfolio Company)
- Strategy Manager (Portfolio Company)
- Chief Transformation Officer (Portfolio Company)
- Transformation Project Manager (Portfolio Company)



*Five LDI team members have been named to the [Conexus Rising 30](#) class in the last 3 years.*