

INVESTMENT ANALYST

AUSTIN, TEXAS · FULL-TIME, ON-SITE · 0-5 YEARS OF EXPERIENCE

2009

FOUNDED

~\$400M

ASSETS UNDER MGMT

15 – 20

PORTFOLIO POSITIONS

~50

CLIENT RELATIONSHIPS

THE FIRM

Nixon Capital is an SEC-registered investment adviser founded in Austin in 2009. We manage around \$400 million for about 50 client relationships in a concentrated, long-only portfolio of 15 to 20 businesses. We are looking to grow the team as we believe the public markets are setting up favorably for active, value-oriented investors. Employees are collectively the firm's largest investor.

OUR PRINCIPLES

Success is measured by our investment performance. We are responsive and transparent to our clients. We must remain flexible; markets are constantly changing. Complexity has a cost. Nervous energy is one of the greatest destroyers of wealth.

THE ROLE

How your time will be spent:

- ~50% The Existing Portfolio** Get fully up to speed on what we own and why. You will take over a meaningful share of maintenance research — earnings, conference presentations, industry data, competitor disclosure. The goal is for you to engage in a real internal debate on any holding and give a credible 30-second pitch on the top ten.
- ~25% New Ideas** Sourcing is a never-ending discovery process, and it is collaborative. Bloomberg screens, buy-side letters, 13Fs, conferences, trade press, following a thread because it interests you. Ideas must be actionable.
- ~25% Extension of the Team** Provide answers to our questions while investigating investment opportunities.

Responsible for investment recommendations: A research report is the standard output of your work; it can be one page, provided you have done the work and can supply the supporting detail. A buy recommendation is condensed and focuses on the two or three changes the market has not identified or valued which are likely to drive business value. We expect two to three independent buy recommendations from you in your first twelve months.

The two questions behind every thesis: what is our variant perception, and what information deserves our attention?

EXPECTATIONS

- **Behavioral.** Conviction. Resourcefulness. Accountability. You own your recommendations — if a call works you get credit, whether it was taken. If it does not, you are accountable on the same terms.
- **Attention to detail.** Double-check before you send. Your work should pass the client test, because some of it will meet a client.
- **Willingness to say, “I don’t know.”** We run an open-door policy and we mean it. Asking is free; guessing is expensive.
- **Personality.** Curious, humble, creative. Think like an investigative journalist, not a news reporter: remember, understand, and interpret information — then synthesize it and use judgment to author a story.
- **Independent judgment.** Think for yourself.
- **Craft.** Models built from primary filings, not from a template someone handed you. Excel fluency; Bloomberg helpful; ability to use AI research tools is a genuine plus.

WHO YOU WILL WORK WITH

Ray Nixon
CHAIRMAN

50 years of experience. Previously Executive Director and Portfolio Manager at Barrow, Hanley, Mewhinney & Strauss.

Ryan Nixon
CIO, FOUNDER

25 years of experience. Founded the firm in 2009 after his MBA at UT Austin; previously an equity analyst at Hester Capital Management.

Alex Gouws
ANALYST

4+ years of experience. BA in Financial Economics, Columbia University. Interned at the firm in 2021 and joined full-time in 2022.

CULTURE

We hold the view that excellence is mundane: superlative performance is a confluence of dozens of small skills and activities, carefully drilled into habit and fitted together into a whole. Successful investors do not do more than average ones — they do things differently.

We prize a strict, repeatable process, executed correctly, time and again. We keep our heads down in difficult markets and look for opportunities when others are miserable. We disagree openly to arrive at the truth rather than to win an argument, we operate with mutual trust and a high degree of transparency, and we like to win as a team.

COMPENSATION AND ALIGNMENT

Base salary. \$100,000 – \$150,000, commensurate with experience. Also provide health, dental, vision, and a retirement plan.

Discretionary bonus. Up to 50% of base and reviewed against both qualitative (research quality, team contribution, reliability) and quantitative criteria (understanding of the existing portfolio, idea flow, and buy/sell recommendations made).

Term. This is a two-year program followed by review to determine continued employment.

HOW TO APPLY

Use this link to submit your résumé and a buy/sell recommendation: [Investment Analyst Application](#)

The idea needs to be a US-listed equity with \$10M+ in average daily volume. Recommendation should be one page with a one page model to support it.

