

2024 Path into Private Equity Summer Analyst Program (PiPE)

At Bain Capital we work differently, tenacious in our desire to unearth the fundamentals that drive businesses and markets over the long term. We embrace our differences, bringing diverse perspectives and experiences to bear in making critical decisions. We partner differently, aligning our interests with those of our investors for lasting impact.

The **Path into Private Equity (PiPE)** program is a 10-week Summer Analyst internship designed to create informative opportunities in investing for traditionally underrepresented groups in private equity; including, but not limited to, Black, Latinx, LGBTQ+, Native American, Asian-American, Pacific Islander, First-Generation, and female-identifying candidates. As a Summer Analyst, you will get exposure to a breadth of industries, multiple types of investments, and significant deal experience in a short period of time.

Have a voice from the outset

You will learn how to become a value-added investor by strategically assessing and evaluating a wide range of investment opportunities with a principal mindset. Our teams work collaboratively; every member of the team owns a critical piece of the diligence, and we encourage every member of the team to voice their point of view on complex business decisions. You will also gain operating experience through exposure to a variety of portfolio company issues, from potential add-on investments to liquidity options to improving core operations.

Accelerate your professional growth

You will benefit from a comprehensive, week-long training program that is designed to introduce Bain Capital's value-added investment approach. Our small class size and inclusive team will provide you with individualized guidance and mentorship throughout the 10-week program.

Apply now for our 2024 PiPE program

The PiPE Summer Analyst program is available to students from traditionally underrepresented groups in investing who are currently in their sophomore year of an undergraduate program. Candidates should have an excellent academic track record and strong quantitative, leadership and communication skills. This Boston-based program commences in June 2024 with the potential for a full-time offer of employment in July 2025.

In order to be fully considered for this position, we also ask that you complete a [brief online assessment](#) with our partners at Predictive Index (~20 minutes to complete), so that we can learn a bit more about your workplace behavior and your ability to process complex information. The assessment is broken-up into two sections – an untimed Behavioral Assessment, which measures work and communication needs, and a timed 12-minute Cognitive Assessment measuring a person's capacity to learn, adapt and grasp new concepts. Please set aside a total of 15-20

undisturbed minutes to complete this. Once you complete the Behavioral Assessment, Predictive Index will email you a separate link to complete the timed Cognitive Assessment (this is a different link than the one above). Please check your spam folder if you do not immediately receive the second link.

Effective November 1, 2021, all new U.S. hires must be fully vaccinated against COVID-19 (e.g. 14 days past their final dose of the COVID-19 vaccine and if eligible, have received their COVID-19 booster) or have received a religious or medical exemption from Bain Capital's Human Resources team.

Bain Capital is an equal opportunity employer. We are committed to equal employment opportunity regardless of race, color, ancestry, religion, sex, national origin, sexual orientation, age, citizenship, marital status, disability, gender identity or Veteran status.