



JOB DESCRIPTION

DEPARTMENT: *Investment Management*

DATE: *March 2010*

POSITION: *International Research Analyst*

REPORTS TO: *Chief Investment Officer*

SUMMARY:

The International Research Analyst's primary focus is to conduct fundamental research on foreign securities in countries and sectors as assigned. This involves spending at least 50% of their time traveling abroad. The analyst will be responsible for recommending foreign securities with compelling valuations and appreciation potential over reasonable time horizons. Additionally, they will be responsible for monitoring foreign securities held in our portfolios and recommending when the securities should be sold. As part of an actively managed portfolio the analyst needs to generate alpha for our clients over a market cycle.

ACCOUNTABILITIES:

- I. Initiate, perform and maintain high-level fundamental analysis of publicly traded international companies utilizing Heartland's proprietary Ten Principles of Value Investing™ to assess suitability of stocks for inclusion in the portfolio. Their investment analysis will include financial statement analysis, financial modeling, comparable company analysis as well as assessment of industry and macroeconomic trends.
- II. Utilize their analysis to formulate investment ideas and clearly articulate it to the portfolio managers for inclusion in the portfolio. Includes generating and diligently communicating value-added buy, sell and hold recommendations on individual securities and other relevant information to the portfolio.
- III. Independently and diligently seek equity research and remain apprised of company and industry trends. Sources include, but are not limited to, industry publications, public documents, annual reports, trade journals, interviews with management teams, working with sell-side research analysts and reviewing financial statements and earnings transcripts. Special emphasis should be placed on due diligence to ascertain if a company is ethical, compliant with U.S. GAAP accounting, and living up to its' public pronouncements. Channel checks, attendance at industry trade shows, networking with industry competitors, clients and suppliers should be utilized as much as possible. Another main source is by traveling domestically and internationally to company facilities, broker sponsored events and conferences to gain increased knowledge of existing and prospective holdings as well as industry, geopolitical and macroeconomic trends.
- IV. Maintain accurate and timely documentation of all research performed including proper documentation in VIM, research files and ProTrak.
- V. Assist other investment teams with fundamental analysis as needed to include developing and maintaining knowledge of all portfolios.
- VI. Proactively participates in all research meetings.
- VII. Participate in sales and marketing presentations
- VIII. Other duties as assigned.

REQUIREMENTS:

- Passion for the stock market and value investing.
- Bachelor's degree in finance, economics, accounting or related field. MBA preferred.
- Fluent in the Chinese language so they can effectively speak, read and write Chinese.
- CFA and/or CIIA (Certified International Investment Analyst) preferred.
- Minimum of 3 years of relevant investment analysis experience.
- Demonstrated experience and expertise in international analysis, preferably in the Asian markets.
- Demonstrated success, preferably recognition, and proven judgment in the field of equity analysis.
- Excellent research knowledge, analysis and decision making skills.
- Strong math orientation and numerical aptitude.
- Excellent verbal, written and interpersonal skills.
- Ability to speak Chinese or other foreign languages are a required skill for this position.
- Ability to work well independently and as a member of a team which includes the ability to be flexible and adaptable.
- Ability to travel extensively including internationally on a regular basis.
- Ability to work well in a fast-paced, team-oriented environment.
- Advanced computer skills including proficiency with Microsoft Word and Excel, Bloomberg and FactSet.