

**BRIDGEWAY CAPITAL MANAGEMENT**  
**JOB POSTING**  
**Financial Analyst**  
**Business Operations Team**

Bridgeway Capital Management Inc. (BCM) is a Houston-based investment management firm founded in 1993 with approximately \$8 billion in assets under management. Bridgeway offers no-load mutual funds, sub-advisory services, and separate account management to institutional and retail clients. Bridgeway believes that a disciplined, statistical process – grounded in academic theory and fundamental data over long periods of time – drives success in long-term investing. We believe our strong and principled organizational culture coupled with our disciplined investment process allows us to deliver innovative investment solutions to institutions, advisors, and individuals. Bridgeway strives to put investors’ interests first by emphasizing integrity, performance, efficiency, and service. Bridgeway believes in a servant leadership centric culture and achieving transformative change in our communities by contributing 50% of profits to charitable endeavors. With Bridgeway’s commitment to quantitative strategies and long-term relationships, our intent is to provide a stable, positive, challenging, and collegial working atmosphere.

We are seeking a Financial Analyst to deepen and broaden our financial analytical capabilities in a growing organization. The role will also have accounting, business operational, and project management duties.

**Key Responsibilities**

- Develop financial models to analyze revenue, expense and profit and projections in various categories (line of business, client, prospect, product, strategy, etc.)
- Conduct quantitative analysis and participate in qualitative discussions for special projects and strategic opportunities
- Enhance quarterly asset, revenue, and expense projection process
- Lead selected projects
- Analyze potential new fee arrangements.
- Support the accounting, audit, and valuation processes
- Conduct variance analysis
- Develop models to evaluate firm operational performance
- Provide financial analysis on service provider contracts
- Produce financial and business operations metrics
- Assist with annual budgeting process and budget reports for teams.
- Utilize technology to improve finance and accounting processes
- Provide financial analysis, as directed, to the charitable endeavors of Bridgeway
- Execute wires and other disbursements
- Support control environment on business operations team
- Support Bridgeway’s partners and philosophy inside the company and in our community.
- Other projects and duties as assigned

**Experience/Education**

- 4-6 years of financial work experience, including financial modeling exposure
- Finance, accounting, or business undergraduate degree
- MBA and/or CPA, a positive



**Skills**

- Strong MS Excel skills
- Proficient with MS Word and MS PowerPoint
- Ability to effectively communicate results of financial analysis in writing and verbally
- Project management and service provider management experience is a positive
- Exposure to QuickBooks a plus
- Must function well in a team environment.
- Collaboration skills
- Ability to document processes
- Ability and desire to work in a Servant Leadership culture.
- Adapt easily to changing situations

Submit your cover letter and resume via email to [careers@bridgeway.com](mailto:careers@bridgeway.com).