

At Donaldson Capital Management (DCM), we put clients first in all we do. Our team is driven by the care we bring to our work. To serve the best interests of our clients, DCM team members:

BRING A SERVANT'S HEART

Every member of the DCM team brings a servant's heart to their work. We embrace a "we over me" philosophy of collaboration, care and support. We foster a culture of humility and collective success to create meaningful connections and outcomes.

DO THE RIGHT THING

We expect ethical decisions, transparency, and accountability. Our teams build trust by upholding honesty and respect in all interactions. Integrity is non-negotiable.

MAKE AN EXCELLENT IMPACT

Excellence is our benchmark, and we strive to exceed expectations. Our team thrives on focus, learning, and relentless improvement. Dedication to personalized service, adaptability, and innovation drives success in an ever-changing environment.



Our culture is built every day in every interaction. We succeed by setting clear goals and priorities, promoting continuous development, encouraging collaboration, and fostering meaningful connections.

WHAT WE EXPECT FROM EMPLOYEES

- Share a commitment to excellence and exceptional service for clients and colleagues
- Adopt a growth-oriented, adaptable, and innovative mindset
- Focus on measurable outcomes, prioritizing results over ego
- Balance autonomy with accountability, demonstrating proactive ownership of responsibilities
- Cultivate collaboration and connection to drive innovation and collective success
- Uphold the highest values of service and integrity in all interactions

WHAT WE OFFER TO EMPLOYEES

- Opportunities to make a meaningful impact in our clients' lives
- A dynamic, adaptable workplace designed to support growth and success
- Recognition of individual and team achievements, celebrating wins together
- Competitive and equitable total rewards (benefits and compensation)
- A clear path to partnership for high-impact, culture-championing employees
- Personalized coaching for professional growth



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