BURGUNDY
ASSET MANAGEMENT LTD.

Position Overview
Organization: Burgundy Asset Management Ltd
Title: Investment Analyst, Canadian Equities
Reports to: Vice President, Portfolio Manager, Canadian Equities
Location: In person/on-site 181 Bay Street, Suite 4510, Toronto, ON, M5J 2T3
Salary: $100-$200K, depending on experience, with annual performance eligibility
Role: This posting is for a current vacancy on Burgundy's Investment team

About Burgundy Asset Management Ltd

Burgundy Asset Management, part of BMO Financial Group, is a global investment manager providing discretionary investment management for private clients and institutions. Founded in 1990, we invest with a long-term, fundamental approach – building concentrated portfolios of high-quality businesses to protect and compound clients' capital over time.

Our culture is grounded in honesty, courage, and doing what is right for our clients – and we look for candidates who share these values.

Position Summary

We are seeking a highly motivated and detail-oriented Investment Analyst to join Burgundy's Canadian Equities team. The successful candidate will play a key role in identifying, analyzing, and monitoring high-quality investment opportunities consistent with the firm's long-term investment philosophy.

This role is well suited for an intellectually curious, highly analytical individual who enjoys deep fundamental research, values independent thinking, and is motivated by the challenge of understanding businesses in depth. The analyst will work closely with Portfolio Manager and other members of the investment team and will have meaningful responsibility and visibility within the investment process.

Key Responsibilities

- Conduct in-depth fundamental research on publicly traded companies, including:
    - Business models, competitive positioning, and industry structure
    - Financial performance, balance sheet strength, and capital allocation
    - Management quality, incentives, and corporate governance
- Build and maintain detailed financial models and valuation analyses

- Develop clear, well-supported investment theses and communicate insights effectively through written reports and verbal presentations
- Support portfolio construction and risk management processes by monitoring existing portfolio holdings and updating investment views as new information emerges
- Engage with company management teams, industry participants, and other relevant stakeholders
- Contribute to internal investment discussions and debates, bringing independent perspectives and thoughtful challenge
- Maintain awareness of broader industry trends, macroeconomic factors, and competitive dynamics relevant to coverage universe
- Uphold Burgundy's high standards for intellectual rigor, integrity, and long-term thinking

What We're Looking For

- Prior experience in investment research and equity analysis (approximately 2+ years preferred); experience covering Canadian equities is an asset
- Demonstrated passion for investing and a genuine interest in understanding businesses
- Intellectual curiosity and the confidence to challenge consensus views with well-supported analysis
- Excellent analytical and problem-solving skills, with solid financial and business acumen
- Strong written and verbal communication and presentation abilities, with the capacity to clearly articulate complex ideas
- Ability to work independently as well as collaboratively in a fast-paced, team-oriented environment
- Sound judgment, integrity, and alignment with a long-term, owner-oriented investment mindset
- Strong academic background in a discipline well-suited to fundamental business and investment analysis
- Progress toward or completion of the CFA designation is preferred

Why Burgundy

- Work in a high-conviction culture where rigorous analysis and independent thinking are central to the investment process
- Take ownership and have a real impact with research informing portfolio decisions
- Develop as an investor over the long term, with access to experienced professionals and a culture committed to mentorship, learning, and professional growth
- Engage with businesses and management teams directly, building a stronger understanding of what drives sustainable performance
- Competitive compensation and benefits package
- Opportunities for professional growth and advancement

Hiring Process Timeline

Interested candidates are encouraged to apply by February 16, 2026.
Kindly submit your application materials via email to:
investmentjobs@burgundyasset.com, using "Investment Analyst, Canadian Equities" as the subject line.

Your application package should include:

- Resume
- Cover Letter
- 1-2 page investment pitch on a Canadian Company

Interviews will be conducted in February & March 2026.

We thank all applicants for their interest; however, only those selected for an interview will be contacted.

Burgundy Asset Management Ltd. is an equal opportunity employer. Accommodations on the basis of disability, and other accommodations as required by the Ontario Human Rights Code, are available on request at all stages of the selection process and during employment.