

POSITION OVERVIEW

Organization: Burgundy Asset Management Ltd

Title: Investment Analyst, Emerging Markets & China Equities

Reports to: Vice President, Portfolio Manager, Emerging Markets & China 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 an experienced Investment Analyst to join Burgundy's Emerging Markets & China Equities team. The successful candidate will play an integral role in sourcing and underwriting high-quality investment opportunities, contributing directly to portfolio construction and ongoing monitoring in line with the firm's long-term investment philosophy.

This role is suited to an intellectually rigorous, highly analytical investor with strong business judgment, a commitment to deep fundamental research, and the confidence to form and defend independent views. The analyst will work closely with the Portfolio Manager and broader investment team, with meaningful responsibility and visibility across the investment process.

KEY RESPONSIBILITIES

- Lead deep 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

- Form and articulate clear, well-supported investment theses and communicate insights effectively through written reports and verbal presentations
- Partner with the Portfolio Manager to support portfolio construction and risk management processes, including 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 a strong grasp of broader industry trends, macroeconomic developments, 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; direct experience covering Chinese equities is strongly preferred
- Proven ability to originate investment ideas and develop differentiated insights through deep fundamental work
- Demonstrated commitment to public equity 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 strong financial and quantitative capability
- Strong written and verbal communication and presentation abilities, with the capacity to clearly articulate complex ideas
 - Mandarin language ability is strongly preferred
- Ability to work independently while collaborating within a high-performing investment team
- 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 considered an asset

WHY BURGUNDY

- Join a high-conviction culture where rigorous analysis and independent thinking are central to the investment process
- Take meaningful ownership, with research that directly informs portfolio decisions
- Gain increasing exposure to portfolio construction, risk management, and investment decision-making over time
- Engage with businesses and management teams directly, building a stronger understanding of what drives sustainable performance
- Develop as an investor over the long term, with access to experienced professionals and a culture committed to mentorship, learning, and professional growth
- Competitive compensation and benefits package
- Strong opportunities for career progression, including the potential to take on broader investment responsibility over time

HIRING PROCESS TIMELINE

Interested candidates are encouraged to apply by February 27, 2026.

Kindly submit your application materials via email to:

investmentjobs@burgundyasset.com, using "Investment Analyst, Emerging Markets & China Equities" as the subject line.

Your application package should include:

- Resume
- Cover Letter
- 1-2 page investment pitch on an Emerging Markets company, preferably a Chinese company

Interviews will be conducted on a rolling basis as applications are received.

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.