

## POSITION OVERVIEW

**Organization:** Burgundy Asset Management Ltd

**Title:** Equity Trader (entry level)

**Reports to:** Vice President, Head of Trading

**Location:** In person/on-site 181 Bay Street, Suite 4510, Toronto, ON, M5J 2T3

**Role:** New vacancy

## ABOUT BURGUNDY ASSET MANAGEMENT LTD

Burgundy Asset Management LTD is a division of BMO Financial Group. Within BMO Wealth Management, Burgundy functions as an independent line of business. Burgundy Asset Management Ltd 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 entry level Equity Trader to join Burgundy’s Equity Trading Desk. This is an entry-level role designed for candidates with strong analytical ability, intellectual curiosity, and a deep interest in financial markets. No prior trading experience is required.

The Equity Trader will work closely with the Head Trader, Portfolio Managers and Research Analysts to execute trades aligned with our long-term value strategy. This role offers hands-on exposure to public equity markets, portfolio construction, and institutional trading processes within a disciplined, research-intensive environment.

## KEY RESPONSIBILITIES

- Execute equity trades in accordance with portfolio manager instructions and internal guidelines
- Monitor real-time market activity, liquidity, and pricing for portfolio holdings
- Assist in Portfolio Construction, Trade Calculation and Portfolio maintenance
- Track portfolio exposures and ensure compliance with mandate restrictions
- Maintain detailed trade records and generate execution reports
- Continuously improving execution processes and trading efficiency

- Maintain awareness of broader industry trends, market microstructure and liquidity trends
- Uphold Burgundy's high standards for intellectual rigor, integrity, and long-term thinking

## WHAT WE'RE LOOKING FOR

- Bachelor's Degree
- Demonstrated interest in investing and financial markets
- High attention to detail and strong organizational skills
- Analytical mindset with comfort working with numbers and data
- Ability to remain calm under pressure and make disciplined decisions
- Excellent written and verbal communication skills
- Demonstrated passion for investing and a genuine interest in understanding businesses
- 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
- 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

## SALARY

**Salary:** \$45,500-84,500, depending on experience, plus a highly competitive annual incentive plan aligned with performance

**Pay Type:** Salaried

The above represents BMO Financial Group's pay range and type.

Salaries will vary based on factors such as location, skills, experience, education, and qualifications for the role, and may include a commission structure. Salaries for part-time roles will be pro-rated based on number of hours regularly worked.

For commission roles, the salary listed above represents BMO Financial Group's expected target for the first year in this position.

BMO Financial Group's total compensation package will vary based on the pay type of the position and may include performance-based incentives, discretionary bonuses, as well as other perks and rewards. BMO also offers health insurance, tuition reimbursement, accident and life insurance, and retirement savings plans. To view more details of our benefits, please visit: <https://jobs.bmo.com/global/en/Total-Rewards>

## **HIRING PROCESS TIMELINE**

To apply please click [here](#)

Interested candidates are encouraged to apply by May 8, 2026. We thank you for your applications, however, only those selected for an interview will be contacted.

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## **ABOUT BMO**

At BMO we are driven by a shared Purpose: Boldly Grow the Good in business and life. It calls on us to create lasting, positive change for our customers, our communities and our people. By working together, innovating and pushing boundaries, we transform lives and businesses, and power economic growth around the world.

As a member of the BMO team you are valued, respected and heard, and you have more ways to grow and make an impact. We strive to help you make an impact from day one – for yourself and our customers. We'll support you with the tools and resources you need to reach new milestones, as you help our customers reach theirs. From in-depth training and coaching to manager support and network-building opportunities, we'll help you gain valuable experience and broaden your skillset.

To find out more visit us at <https://jobs.bmo.com/ca/en>.

BMO is committed to an inclusive, equitable and accessible workplace. By learning from each other's differences, we gain strength through our people and our perspectives. Accommodations are available on request for candidates taking part in all aspects of the selection process. To request accommodation, please contact your recruiter.

Note to Recruiters: BMO does not accept unsolicited resumes from any source other than directly from a candidate. Any unsolicited resumes sent to BMO, directly or indirectly, will be considered BMO property. BMO will not pay a fee for any placement resulting from the receipt of an unsolicited resume. A recruiting agency must first have a valid, written and fully executed agency agreement contract for service to submit resumes.