SEPTEMBER 17, 2026

INDIGENOUS EMPOWERMENT SCHOLARSHIP PROGRAM

Work term opportunities

Job descriptions for six roles open through BCI's Indigenous Empowerment Scholarship Program.

1. ESG (Environmental, Social, and Governance)

The ESG (Environmental, Social and Governance) team have an opportunity open in **Summer 2027 (May – August)**. Use your research, investment, and data science skills in a fast-growing company where you can have an impact. This is an opportunity to provide ESG research and support across a range of asset classes and investment subjects.

The ESG co-op will work within our corporate ESG group. BCI is a leader in responsible investing and actively integrates ESG factors to our investment analysis and decision-making process. Successful candidates will work in one of the following two work-streams: 1) ESG Integration & Research, 2) ESG Total Fund Strategy & Risk:

1. ESG Integration & Research – The co-op will support a range of asset classes with a particular focus on public equities, fixed income, private debt and alternative strategies. The co-op will assist the team in conducting ESG research and writing ESG analysis to support investment decisions for all internally managed active funds. The co-op will help prepare and participate in conversations with portfolio companies, policy makers and standard setters to advance ESG performance. This role offers the opportunity to immerse yourself in the investment process from an ESG perspective, conduct valuable ESG research, and contribute creative solutions (both quantitative and qualitative) to the ESG integration process.

2. ESG Total Fund Strategy & Risk – The co-op will support research, analysis, evaluation, and recommendations of systemic ESG risks and investment opportunities. The co-op will assist in building and maintaining financial models, develop economic scenarios, collect, and analyze financial and ESG data to support investment recommendations and participate in the research and development of new investment strategy initiatives. The team is responsible for evaluating systemic ESG risk and opportunities, their implications on portfolios, asset class, client portfolios and BCI's total fund. As part of this work, the team is responsible for measuring, monitoring, and making recommendations on mitigation and adaptation strategies as well as new opportunities that may arise.

What you will be doing

- Research and analyze ESG risks and opportunities in the current BCI portfolio as well as in the investment universe
- Build and maintain financial models and economic scenarios to understand long-term systemic risk impacts to the market and client portfolios
- Collect, organize, and analyze ESG data to support investment recommendations and company engagements
- Research new investment strategy initiatives, provide recommendations and work collaboratively in a team environment

- Conduct research on the United Nations Sustainable Development Goals (UN SDGs) – e.g., research topics for inclusion in the SDI taxonomy
- Support day to day team activities including take meeting notes, streamlining processes, and providing support for various research, integration, or stewardship activities
- Construct and make improvements to data visualization tools to add value to the investment process
- Develop and maintain Python-based data pipelines and analytical workflows – including data ingestion, cleaning, transformation, and analysis of ESG and financial datasets
- Apply quantitative techniques (e.g., regression analysis, factor research, scenario modelling) to ESG-related research questions, including climate scenario analysis (e.g., NGFS)
- Ad-hoc research projects and tasks as assigned by the team

Required skills

- A fundamental knowledge of basic business, financial statements, and investment-related disciplines is essential
- Passion for investing, ESG, and a drive to continually learn about economics/financial markets
- Knowledge of finance, capital markets, and economics
- Ability to communicate clearly and concisely, both orally and in writing
- A dedication to hard work, commitment to the highest ethical standards, attention to detail and an eagerness to learn
- Strong research skills combined with analytical and problem-solving abilities
- Self-starter: ability to be proactive, resourceful and solution oriented as well as a drive for process improvement
- Intellectual curiosity, critical thinking, and strong analytical skills
- High proficiency in Microsoft Office Suite (including Excel, Word, Outlook, PowerPoint, OneNote), particularly with advanced Excel skills to process large data sets and present in a concise manner
- Working proficiency in Python (pandas, NumPy) and SQL is strongly preferred for data analysis and research workflows; familiarity with Bloomberg, Databricks/PySpark, Plotly/Dash, Git, and BI/visualization tools (e.g., Tableau, Power BI) would be an asset
- Demonstrated ability to use AI/LLM tools (e.g., Claude, ChatGPT, GitHub Copilot) effectively as part of a research and coding workflow – including writing clear prompts, critically validating AI-generated outputs, and recognizing when human judgment and methodological rigour are required
- Foundational understanding of quantitative methods (e.g., linear regression, statistical inference, factor analysis) would be an asset for quantitative ESG research workstreams

- Familiarity with ESG data providers (e.g., MSCI, Sustainalytics, TruValue Labs, FTSE Green Revenues) and climate scenario frameworks (e.g., NGFS, IEA) would be an asset
- Proficiency in an additional language(s) would be an asset for the ESG Integration & Research position (e.g. a local language in Asia or the Emerging Markets)
- Financial modelling skills would be an asset for the ESG Total Fund Strategy & Risk position

FINANCE

2. Investment Accounting & Reporting

Use your critical thinking skills in a fast-growing company where you can have an impact. The Investment Accounting & Reporting team is currently seeking a co-op student starting either in **Winter (January) or Summer 2027 (May) for an eight-month term**. If you are a highly motivated, team player who can handle multiple projects and are interested in developing your professional career and learning more about driving sustainable growth, accelerating innovation and operating on a global scale, this is the opportunity for you!

Who you will work with

The Finance department is part of the Operations group and is responsible for investment and corporate accounting, valuation, as well as financial statements and financial reporting to our clients. The team also leads BCI's budgeting process, tax structuring and tax compliance, finance client engagement, finance operations, and performance measurement and attribution. Working with our internal business partners, auditors and external advisors, the Finance department strives to be a trusted advisor to our internal and external clients by providing timely, accurate, and relevant financial information.

The co-op will work within the Investment Accounting & Reporting team. In this role, you would be exposed to multiple asset classes, review and reconcile daily transaction postings, validate portfolio value changes, and support other departments in their reporting needs. You would have the opportunity to work with other departments in the investment life cycle, from those who make investment decisions to those who are responsible for financial reporting, valuation and portfolio return reporting.

What you will be doing

- Work as part of a team responsible for validating and analyzing net asset values of various investment structures
- Work and learn with teams focused on public markets, infrastructure, real estate, private equity, and derivatives
- Review and reconcile daily net asset valuations across all asset classes
- Assist with the preparation of financial information and management discussion and analysis
- Assist with the assessment and documentation of procedures and processes to support effective internal controls over financial reporting
- Learn how to utilize industry leading software and reporting solutions
- Assist in documenting and performing key internal controls

Required skills

- Good attention to detail
- Ability to communicate clearly and concisely
- Ability to meet deadlines while maintaining accuracy
- High level of professionalism combined with strong interpersonal skills
- Ability to meet deadlines while potentially dealing with competing priorities
- Good understanding of finance
- Fundamental understanding of accounting principles
- Aptitude for learning new systems and tools
- Good Excel skills
- Ability to work and grow in a team environment

Preferred skills

There is a preference for candidates with an understanding of the investment industry, and a desire to grow their knowledge of the industry.

Pursuit of an economics, finance, or BCom degree, CPA designation or related area in at least their 3rd year is preferred.

FINANCE

3. Corporate Accounting

The Corporate Accounting team is currently seeking a co-op student starting **in January 2027 for both the Summer and Winter term (January – August) for an eight-month term**. Use your critical thinking skills in a fast-growing company where you can have an impact. If you are a highly motivated, team player who can handle multiple projects and are interested in developing your professional career and learning more about driving sustainable growth, accelerating innovation and operating on a global scale, this is the opportunity for you!

Who you will work with

The Finance department is part of the Operations group and is responsible for investment and corporate accounting, valuation, as well as financial statements and financial reporting to our clients. The team also leads BCI's budgeting process, tax structuring and tax compliance, finance client engagement, finance operations, and performance measurement and attribution. Working with our internal business partners, auditors and external advisors, the Finance department strives to be a trusted advisor to our internal and external clients by providing timely, accurate, and relevant financial information.

What you will be doing

You will work within our Finance department in the Corporate Accounting team. This is a great opportunity for you to gain a broad understanding of core corporate functions such as accounts payable and receivable processing, account reconciliations, supporting employee reimbursement claims processing and ad hoc projects, where required. This role will be using technologies and applications such as MS Office (Outlook, Excel, Word), Jet reporting, MS NAV, SharePoint, and Workday.

- Assist with various Finance projects, including procedural documentation
- Assist with the processing of payables and receivables for the corporation, including employee reimbursement claims and vendor/customer invoices
- Research best practices, provide recommendations, and work collaboratively in a team environment
- Support the Corporate Accountant on other tasks as required by the Corporate Accounting branch

Required skills

- Good attention to detail
- Ability to communicate clearly and concisely
- Ability to meet deadlines while maintaining accuracy
- High level of professionalism combined with strong interpersonal skills

- Ability to meet deadlines while potentially dealing with competing priorities
- Good understanding of finance
- Fundamental understanding of accounting principles
- Aptitude for learning new systems and tools
- Good Excel skills
- Ability to work and grow in a team environment

Preferred skills

There is a preference for candidates with an understanding of the investment industry, and a desire to grow their knowledge of the industry.

Pursuit of an economics, finance, or BCom degree, CPA designation or related area in at least their 3rd year is preferred.

4. Infrastructure & Renewable Resources

The Infrastructure & Renewable Resources (I&RR) team have an opportunity open in either for **Winter (January – April) or Summer 2027 (May – August)**. If you are a highly motivated team player who can handle multiple projects and are interested in learning about investing in infrastructure, forestry, and agriculture – this is the opportunity for you!

Who you will work with

The I&RR team invests in private businesses that provide stable long-term returns. BCI's I&RR portfolio has C$36.5 billion in AUM and is one of the top ten largest institutional infrastructure investors globally. The portfolio spans a range of sectors including energy, transport, utilities, data infrastructure, timberland and agriculture as well as investments in publicly listed infrastructure and private infrastructure debt.

I&RR's mandate is to make sizeable investments in private companies. The team invests in a variety of capacities including as a sole sponsor, co-investor, and selectively through externally managed funds. In these capacities, the team seeks to take an active oversight role built on a foundation of trusted relationships with all stakeholders and a commitment to long-term value creation.

What you will be doing

Transactions: Assist in the due diligence process, financial modelling and sensitivity analysis, and preparation of documents (i.e., investment memoranda, internal presentations) related to new investment opportunities

Idea generation: Conduct relevant sector/sub-sector research and support analysis required to generate ideas for new investment opportunities

Asset management: Develop and analyze business cases for portfolio company value creation initiatives (i.e., debt refinancings, expansion projects, management compensation, on-going budgeting)

The ideal candidate

- Has a passion for investing – participation in Finance / Portfolio Management student organisations, proficiency creating financial models (i.e., DCF), experience with Bloomberg and Capital IQ, and pursuit of CFA designation are considered strong assets
- Demonstrates natural curiosity, an inquisitive mindset, and an eagerness to learn about private market investing in infrastructure, timberland, or agriculture
- Excellent analytical and quantitative skills and ability to perform in-depth analysis
- Ability to communicate and present clearly and concisely
- A team player that thrives in a dynamic, team-oriented environment

- Demonstrates a strong work ethic and ability to balance multiple priorities and initiatives
- Exhibits a high level of integrity, professionalism, and excellent interpersonal skills
- Proficiency with Microsoft Office (Excel, PowerPoint, Word)
- Enrolled in an undergraduate or graduate degree with an excellent academic record
- Experience in investment banking, private equity, consulting, or equity research considered an asset

INVESTMENT STRATEGY & RISK

5. Strategic Asset Allocation

Use your research and investment skills in a company where you can have an impact. The British Columbia Investment Management Corporation (BCI) is currently seeking a Strategic Asset Allocation co-op student for **the Winter 2027 work term (January to April)** to provide research and analytics support to advise clients across a range of investment subjects, including portfolio construction and economic analysis.

The Strategic Asset Allocation co-op will work within our Investment Strategy & Risk department. This is a great opportunity for you to learn and apply your knowledge to support BCI's clients by developing and preparing asset mix reviews and other custom analyses related to our clients' investment strategies and other investment topics.

Who you will work with

The Investment Strategy & Risk department plays a key role in setting, implementing, and monitoring the long-term strategies of BCI's clients. This is accomplished by working with clients, management and asset classes to define the optimal path to achieve clients' outcomes and to enable BCI's investment structures and processes necessary to fulfill these outcomes. Investment Strategy & Risk consists of five branches: Strategic Asset Allocation, Total Fund Management, Investment Risk, Growth & Investment Solutions, and Business Management & Investment Governance.

Strategic Asset Allocation assists clients with developing tailored investment policies that achieve investment objectives consistent with their investment philosophies, funding policies and risk tolerances. This team also conducts research and models relevant macroeconomic developments, including assessments of current business cycle dynamics and studies of emerging economic or financial trends, opportunities, and risks.

What you will be doing

- Support the team in the development of clients' asset-liability management (ALM) studies and investment policy recommendations to ensure that clients' investment strategies and policies are appropriate and prudent given the nature of the funds, their underlying liabilities, and unique characteristics or circumstances
- Support the management of BCI's product shelf to ensure a client-focused rationale for each pooled fund
- Assist with the update of long-term forward-looking capital market assumptions, economic scenarios and simulations
- Proactively ensure that BCI exceeds our clients' service expectations
- Assist in coordinating client meetings and developing supporting materials to ensure successful client engagements

- Assist with client education by producing written materials and presentations on a wide range of investment topics for client meetings and for internal staff
- Ad-hoc projects and tasks as assigned by the team

Required skills

- A fundamental knowledge of basic business and investment-related disciplines is essential
- Ability to communicate clearly and concisely, both orally and in writing
- Exhibit a high level of professionalism and excellent interpersonal skills
- Ability to meet deadlines while maintaining accuracy, excellent product quality, and attention to detail
- Has an interest in investment management, a dedication to hard work, commitment to the highest ethical standards, and an eagerness to learn
- Strong research skills combined with analytical and problem-solving abilities
- Ability to use Excel, PowerPoint, Word and Outlook
- Experience with Power BI is beneficial, but not essential

6. Total Portfolio Risk & Solutions

Use your risk management skills in a fast-growing company where you can have an impact. We are currently seeking a Transactions & Total Portfolio Risk co-op student for **the Winter (January – April) or Summer (May – August) 2027 work terms** to provide risk initiatives in both Public and Private Markets Risk Management.

The Transactions & Total Portfolio Risk co-op will work within our Investment Strategy & Risk department. This is a fantastic opportunity for you to learn and assist the Transactions & Total Portfolio Risk team in the development of the risk factor attribution for public equity portfolios, the design and production of risk dashboards (both public and private), the enhancement of risk evaluation analytics/processes, and various other ad hoc projects (e.g., what-if analysis). The team has risk expertise from risk roles with world-class global financial institutions.

Who you will work with

You will work with the Total Portfolio Risk & Solutions team within the Investment Strategy & Risk department. The Investment Strategy & Risk (ISR) department plays a key role in setting, implementing, executing, and monitoring the long-term strategies of BCI's clients. This is accomplished by working with clients, management, and asset classes to define the optimal path to achieve clients' outcomes and enabling BCI's investment structures and processes necessary to fulfill these outcomes. ISR consists of four branches: Strategic Asset Allocation, Total Fund Management, Investment Risk, and Growth & Investment Solutions.

Strategic Asset Allocation advises clients on their investment policies needed to achieve their investment objectives within risk tolerances. This is supported through a dedicated research function which assesses macro-economic issues to determine opportunities and risks which influence client policy recommendations. This includes regular, proactive communication, tailored client services, and a commitment to transparency, ensuring BCI remains clients' trusted investment manager of choice.

Total Fund Management advises the CIO on portfolio efficiency and effectiveness by integrating and centralizing critical functions related to the efficient flow of capital. This is achieved through implementing a suite of total portfolio solutions, such as rebalancing, and for setting pool, asset class, and total fund measures of success, including benchmarks and performance objectives. Through investment planning activities, this branch aligns client policies with BCI's business plans, followed by implementing client allocations among BCI's asset classes.

Investment Risk focuses on the measurement and management of the asset class, total portfolio, and client investment risks. This is achieved through advising clients on appropriate investment strategies based on their risks and tolerances for those risks, understanding exposures to investment risks across BCI's assets so that risks are mitigated appropriately relative to expected returns, and better equipping our asset classes and our clients to identify, assess, and seize opportunities in potential investment risks.

Growth & Investment Solutions is responsible for stewarding BCI's growth ambition, with an overarching goal of delivering net benefits to BCI's existing clients. This includes efforts to support BCI's clients in their own growth and development.

What you will be doing

- Assist in performing industry and company research (private equity, infrastructure, private credit, etc.)
- Provide support in responding to requests from other teams/departments in BCI
- Assist with the production of risk assessments for potential new investments
- Assist with what-if analysis for new deal/product/instrument
- Assist in the development/production of dashboards for asset classes and the BCI total fund
- Help validate and document data procedures to ensure accuracy and consistency with project specifications

Required skills

- Students in graduate programs such as Risk Management, Finance, Statistics, Economics, Business etc. are preferred
- B+ equivalent cumulative GPA
- Familiarity with various financial instruments
- Demonstrates an extremely strong work ethic and displays initiative to strive to deliver value above and beyond the job description
- Proficiency in Python and SQL; experience with Claude Code or similar AI coding tools
- Exhibit a high level of professionalism and excellent interpersonal skills
- Participates in a student investment club or other investment case competitions
- Have a passion for investment management, a dedication to challenging work, commitment to the highest ethical standards, and an eagerness to learn
- Analytical and problem-solving abilities

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