



**RAVEN
OUTCOMES**
RAVEN INDIGENOUS
OUTCOMES FUNDS

JOB POSTING

Investment Associate, Outcomes Fund

Location: Remote (Preference for candidates based in Montréal, QC. All Canadian locations considered)

Employment Type: Permanent, Full-Time

Working Hours: Eastern Standard Time (EST) business hours

Salary: \$90,000-\$110,000 — commensurate with experience, plus benefits

Target Start Date: September 8, 2026

Application Deadline: Applications reviewed on a rolling basis until filled

About Raven Outcomes

Raven Outcomes works with Indigenous communities, governments, investors, and partners to deliver practical solutions in housing, clean energy, and community development. We design and manage innovative funding and delivery models that create real, measurable results — stronger communities, better infrastructure, and long-term economic opportunity. Our work is national in scope and involves close collaboration with senior government leaders, community partners, and investors. We operate in complex, high-impact environments where relationships and results matter.

Position Overview

The Outcomes Fund is one of Raven's flagship vehicles, using outcomes-based and social finance to direct capital toward measurable results in Indigenous housing, clean energy, and community development. We are hiring an Investment Associate to support the fund's investment work — from due diligence and structuring through portfolio monitoring, impact measurement, and reporting.

This is a hands-on analytical role for someone who wants to put strong quantitative and financial skills to work on investments that make a meaningful difference for communities across Canada. You will work closely with the fund's leadership and investment team, and collaborate with the central platform team on impact, communications, and government relations as needed. The role offers room to grow with the fund and platform.



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Key Responsibilities

Investment Analysis & Due Diligence

- With guidance from the fund's leadership and investment team, review and analyze investment opportunities across community investments, social finance intermediaries, and direct investments
- Conduct financial, credit, and impact due diligence, including quantitative and qualitative analysis of direct investments
- Build and maintain financial models, and support the structuring of debt and outcomes-based transactions
- Prepare investment memorandums and recommendations for review by management and the investment committee

Portfolio Monitoring & Impact

- Support investees, value creation, and monitor and analyze the financial performance of investments
- Work with Raven's impact and central platform teams to support impact measurement and reporting, gathering quantitative and qualitative data from a variety of sources
- Track covenants, milestones, and reporting obligations, and flag risks and opportunities early

Research, Reporting & Continuous Improvement

- Conduct market research into connected sectors and new initiatives, at the direction of the Fund Principal
- Prepare reports for management, the investment committee, funders, and government partners
- Participate in process and policy improvements and their implementation



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Who We're Looking For

Required Experience & Skills

- Minimum 3 years of full-time experience in investment analysis, due diligence, and quantitative and qualitative analysis of direct investments and/or funds (more experience may qualify for the Senior Associate level)
- Bachelor's degree or equivalent in a related field (Commerce, BBA, Finance, Economics, or similar)
- Strong financial modelling skills and advanced Microsoft Excel; excellent overall MS Office skills
- Able to work independently on multiple projects in a remote setting
- Flexible and adaptable, with an ability to work well under uncertainty
- Able to clearly articulate and communicate key findings and recommendations, both verbally and in writing

Assets (Nice to Have)

- Experience in social finance, impact investing, community lending, private equity or venture capital
- Experience with debt, credit, or structured-finance transactions
- Experience or knowledge of working with or investing in Indigenous communities and organizations
- Experience or knowledge of investing in affordable housing, clean energy, climate technology, health care, or community infrastructure
- CFA charter holder, or progress through the CFA program
- Ability to communicate in both French and English, verbally and in writing

What We Offer

- Competitive salary and benefits
- Health and dental coverage
- Generous vacation and personal days
- Fully remote work environment
- Supportive, mission-driven team culture
- Direct exposure to senior leadership, partner organizations, and national initiatives
- Meaningful work that supports Indigenous-led development

Working Conditions

- This is a full-time, remote position
- Candidates must be available during Eastern Time business hours
- Preference will be given to candidates based in Montréal due to occasional in-person meetings
- Ability to work in community and travel as required to support the investment process
- Applicants must be legally entitled to work in Canada (Canadian citizen, permanent resident, or holder of a valid work permit)



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Equity, Diversity & Inclusion

Raven Outcomes is an Indigenous-led organization. In alignment with our mandate and in accordance with Section 16(1) of the Canadian Human Rights Act, preference will be given to Indigenous candidates. We welcome and encourage applications from qualified candidates of all cultures, ethnicities, gender identities, sexual orientations, and abilities. If you require any accommodation during the application or interview process, please let us know and we will work with you to meet your needs.

How to Apply

Please submit your résumé and cover letter to:

Rebecca Waterhouse

Principal – Outcomes Fund, Raven Outcomes

kirrily@ravenoutcomesfunds.com

Subject line: Application - Investment Associate, Outcomes Fund

Applications will be reviewed on a rolling basis, so we encourage you to apply early. We thank all applicants for their interest; only shortlisted candidates will be contacted. If you are excited about this role and meet most of the qualifications, we encourage you to apply.