



**RAVEN
OUTCOMES**
RAVEN INDIGENOUS
OUTCOMES FUNDS

JOB POSTING

Investment Associate, Real Estate Transition 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

Our real estate transition fund supports the financing, acquisition, and transition of real estate and community assets. It focuses on the transition of properties into new uses that deliver lasting community benefit. We are hiring an Associate to help execute and manage the fund's transactions, from sourcing and structuring through closing and transition.

This is a transaction-focused role for someone who enjoys deal execution and wants to apply real estate and finance experience to investments with real community impact. You will work closely with the fund's leadership and collaborate with the central platform team, community and government partners as needed. The role offers room to grow with the fund and platform.



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Key Responsibilities

Transaction Execution & Structuring

- Support the sourcing, structuring, and execution of real estate and debt transactions from origination through closing
- Build and maintain financial models to underwrite acquisitions, financings, and transitions, testing assumptions and scenarios
- Coordinate due diligence across legal, financial, technical, and community dimensions, and help keep deals on timeline
- Prepare investment memorandums, term sheets, and recommendations for review by management and the investment committee

Asset & Portfolio Management

- Monitor and analyze the financial performance of the fund's assets and transactions, and track covenants, milestones, and reporting obligations
- Support the transition and ongoing management of assets, working with communities, partners, and operators
- Flag risks and opportunities early, and help develop practical solutions

Research, Reporting & Coordination

- Conduct market and asset research to support sourcing, valuation, and decision-making
- Prepare reports and materials for management, the investment committee, funders, lenders, and government partners
- Coordinate with lenders, partners, advisors, and consultants, holding their work to clear timelines and standards



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Who We're Looking For

Required Experience & Skills

- Minimum 3 years of experience in transaction execution — ideally in real estate transactions and/or debt and structured finance
- Bachelor's degree or equivalent in a related field (Commerce, BBA, Finance, Economics, or similar)
- Strong financial modelling and underwriting skills, and advanced Microsoft Excel; excellent overall MS Office skills
- Solid understanding of due diligence and the deal process from origination to close
- Able to work independently on multiple transactions in a remote setting, and to manage competing deadlines
- Able to clearly articulate and communicate key findings and recommendations, both verbally and in writing

Assets (Nice to Have)

- Experience with real estate acquisitions, development, or asset management
- Experience with debt, credit, or structured-finance transactions
- Experience in social finance, impact investing, or community development finance
- Experience or knowledge of working with Indigenous communities and organizations
- Relevant professional designation or progress toward one (e.g., CFA, CPA, or a real estate designation)
- 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
- Applicants must be legally entitled to work in Canada (Canadian citizen, permanent resident, or holder of a valid work permit)
- Some travel may be required



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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:

Wáhiakatste Diome-Deer

Associate Partner & Chief of Staff, Raven Outcomes

kirrily@ravenoutcomesfunds.com

Subject line: Application - Investment Associate, Real Estate Transition 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.