

Senior Financial Analyst

Musqueam Capital Corporation (MCC) was created in 2012 to replace the Musqueam Economic Development Department and is the economic development arm of the Musqueam Indian Band (MIB). MCC is responsible for the development of Musqueam's lands, acts as an asset manager for Musqueam's existing real estate holdings, and creates economic opportunity through business partnerships.

MCC is currently in search for a Senior Financial Analyst to join our Finance team. This is a newly created position due to growing business needs and increasing projects. The Sr. FA will report directly to the CFO and work closely with the VP of Real Estate. In this role, you will be responsible for working on various aspects of our real estate and non-real estate portfolios, including financial due diligence and potential real estate and non-real estate acquisitions, financial reviews and current and potential tenants, and various ad hoc analyses. You will provide professional and insightful support to the Finance and Real Estate team and will look for opportunities to provide enhanced reporting and improve systems and processes.

Core Responsibilities:

1. Financial Modeling & Analysis

- a. Build and maintain complex financial models for development projects (DCF, IRR, NPV, ROI, etc).
- b. Analyze development pro formas, including construction costs, operating expenses and revenue projections.
- c. Assess financing structures (debt, equity, mezzanine) and their impact on returns.
- d. Conduct sensitivity and scenario analysis to evaluate risks (e.g. interest rate changes, lease-up delays, cost overruns, and changes to selling price).

2. Investment & Feasibility Analysis

- a. Evaluate acquisition opportunities (land, existing properties, value-add deals).
- b. Perform market research (demand studies, rent comps, absorption rates).
- c. Assess entitlement risks (zoning, permitting, environmental factors).
- d. Support joint venture and partnership financial and ownership structures.

3. Budgeting & Cost Control

- a. Report on construction budgets vs. actuals (hard & soft costs).
- b. Work with the development team to forecast capital expenditures.
- c. Identify cost-saving opportunities.

4. Debt & Equity Financing

- a. Assist in securing construction loans, bridge loans, take out and permanent financing.
- b. Prepare lender/partner presentations (investment memos, term sheets, business cases)
- c. Model loan covenants and refinancing scenarios.
- d. Become familiar with various lending programs such as CMHC, BCH, CIB, FNFA etc.

5. Reporting

- a. Generate monthly/quarterly/ performance reports on all real estate assets.
- b. Present findings to senior management, lenders and other stakeholders.
- c. Support capital raising efforts.

6. Lease & Revenue Analysis

- a. Analyze lease economics (tenant improvements, free rent, escalations).

- b. Model stabilized cash flows for office, retail, multifamily and industrial assets.
- c. Build valuation models for leasehold property.
- 7. Due Diligence & Closing Support**
 - a. Review third-party reports (appraisals, cash flow models, pro formas).
 - b. Assist in underwriting during acquisitions/dispositions.
 - c. Ensure compliance with investment criteria.
- 8. Leadership and Culture**
 - a. Strong communication to explain complex financial concepts.
 - b. Ability to collaborate with development, accounting and partnership teams.
 - c. Mentor real estate analyst and review their work.

Qualifications & Requirements

- Bachelor's degree in commerce or business administration
- CPA or MBA a plus.
- 5 years+ of progressive financial analysis and reporting experience with fast-paced business environments. Real Estate industry experiences an asset.
- Expert knowledge of Excel is required and working knowledge of other technical tools an asset.
- Extremely organized, thorough and takes pride in quality.
- Strong analytical and problem-solving skills.
- Proven ability to prioritize and handle multiple tasks in a time sensitive manner.

Must haves

- Ability to work with a large amount of detail without losing sight of the big picture.
- Communicate with honesty and kindness and create the space for others to do the same.
- Lead with courage, knowing the possibility of greatness is bigger than the fear of failure.
- Foster connection by putting people first and building trusting relationships.

Compensation & Benefits Package

This position comes with a competitive base salary, dependent on experience, skills, qualifications and internal equity. This includes a great company benefits plan as well as a company matching pension plan.

Working Conditions

- This position is based out of the MCC office in Vancouver
- Successful Criminal Record Check
- Candidate must be fully vaccinated

Application Process:

- Candidates meeting the criteria above are encouraged to submit their resume with a formal cover letter to jloconte@musqueamcapital.ca. While we thank all candidates for their interest, only select



individuals will be contacted for follow-up. Thank you for your interest in a career with Musqueam Capital Corporation!