Are you ready for a change? CN Investment Division (the Division) is your chance to do meaningful work with a smart, imaginative team in a unique and exciting environment. Established in 1968, the CN Investment Division manages one of the largest single-employer defined benefit pension funds in Canada and holds a long track record of solid performance. Approximately C$16 billion is actively managed in-house by 95 employees for the CN Pension Plan's approximately 49,800 pensioners and pension plan members. The Division also manages the assets of the CN Pension Plan for Senior Management and the BC Rail Pension Plan.

The Division's culture is nimble, innovative, collaborative and risk-aware. Pensioners are always at the heart of what we do. As a part of the CN Investment Division team, you will always be learning, adapting, and creating solutions to keep pace in a changing world. You will also work in a flexible, inclusive, and equity-focused environment with lots of room to thrive and grow your career and skills.

Join our team and be part of something great.

Position: Senior Analyst, Investment Performance

Current Opportunity

Reporting directly to the Manager, Investment Performance, the incumbent is part of a dynamic team responsible for measuring and reporting the performance and attribution of the plans' funds and its multiple investment strategies.

With a focus on serving the needs of CN, senior management, and the various investment teams, the incumbent is responsible for calculating investment returns and generating performance reports for internal and external stakeholders and assisting with attribution analysis.

As the ideal candidate you are a strong team player with excellent communication skills, strong problem solving and analytical skills, and attention to detail. You are organized, self-motivated, and flexible. You're able to meet deadlines, especially at peak times, and you have an excellent work ethic.

Primary Responsibilities

- Calculate and analyze the investment performance of portfolios using various performance measurement techniques over various periods
- Evaluate and compare investment returns against benchmarks for portfolios and pension plans
- Assist with attribution analysis to assess the impact of various factors (e.g., asset allocation, security selection) on portfolio performance
- Identify sources of outperformance or underperformance and provide insights to portfolio managers
- Participate to the production and distribution of daily performance reports
- Review daily controls over data, positions, and returns with the investment performance system, and analyze issues and identify solutions
- Address performance-related inquiries and provide insights into portfolio performance
- Conduct ad-hoc analysis to address specific questions or concerns related to investment performance
- Participate in maintaining historical returns and supporting the risk team

- Support the development and maintenance of the controls and process documentation

Professional Requirements

- Bachelor's degree in Administration, Finance or Applied mathematics, or equivalent training
- Certificate in Investment Performance Measurement (CIPM), an asset
- Minimum of five years of experience in the investment industry
- Bilingual (French and English)

Desirable Skills and Aptitudes

- Extensive knowledge of Microsoft 365 suite (Advanced Excel, Word, Outlook, Teams)
- Proficiency with performance systems and technology such as SQL, Snowflake, Sigma, and Power BI
- Familiarity with the SimCorp, an asset
- Ability to ensure the accuracy of results
- Ability to solve problems with accounting and performance systems efficiently and promptly
- Excellent written and verbal communication skills, with the ability to effectively articulate complex concepts to a range of technical and non-technical audiences
- Ability to produce daily and monthly results on tight deadlines
- Autonomous, proactive, and thoughtful

If this position sounds like you, we would love to hear from you! Please send your application via email to jobs@cnid.ca. The information received will be treated in strict confidence.

The Division values diversity and is committed to employment equity. All qualified applicants will receive consideration for employment without regard to race, colour, religion, sexual orientation, gender identity, national origin, age, physical or hidden disability, or protected veteran status. You are encouraged to apply and to self-identify so we can work toward full representation of those groups within our company. Should you require any accommodation in the application or interview process, please just let us know.

We appreciate your time and effort, however, only candidates selected for an interview will be contacted. Thank you for your interest in the CN Investment Division.