

2026/2027 MARCH HIRING PACKAGE



UBC'S PREMIER CAPITAL MARKETS CLUB



westpeakresearch.com



[WestPeak Research](https://www.linkedin.com/company/WestPeak-Research)



[@westpeakresearch](https://www.instagram.com/westpeakresearch)

WHAT IS WESTPEAK?

About Us

Established in 2014, WestPeak Research Association is a student-led capital markets group dedicated to producing high-quality equity research and enhancing the education of its members through active peer mentorship and structured training seminars.

WestPeak's mission is to nurture students' "spark" for finance, whether they are new to university and discovering their passion for the capital markets or are seniors with prior internship experience. To achieve this, WestPeak offers two distinct programs. The Junior Analyst program introduces students to the fundamentals of accounting, valuation, and research through hands-on experience. Junior Analysts publish an equity research report and attend weekly training seminars on finance, coffee chat etiquette, and recruitment. The Senior Analyst program targets students with existing experience in the capital markets, helping them develop advanced technical skills and industry-specific expertise. Senior Analysts are placed into one of four industry groups and write industry-specific equity research reports while learning from our Group Heads, who have real-world experience in the industries they teach.

WestPeak has published 190+ research reports and placed over 200 alumni in leading financial institutions around the world. Our extensive network spans major financial hubs, including Calgary, Hong Kong, London, Los Angeles, New York, Toronto, and Vancouver.

Select Alumni Placements



LETTER FROM OUR DIRECTORS

Dear Prospective Analysts,

WestPeak Research Association was founded in 2014 with a clear objective: to equip students with the skills and knowledge required to excel in the capital markets. Over the past twelve years that mission has remained central to everything we do.

As a student-run organization, our members gain hands-on experience producing institutional-quality equity research. This remains the foundation of our curriculum and a key differentiator for our analysts, both in terms of technical development and in standing out during the recruitment process. We complement this with rigorous training, structured mentorship, and a peer environment that holds members to a high standard.

The recruiting landscape continues to evolve. Timelines are accelerating, competition is intensifying, and preparation has never been more important. This year, we are continuing to invest significantly in recruitment support by providing analysts with the tools, awareness, and learned experience needed to navigate that process effectively. This includes targeted recruiting sessions, diverse deliverables, and guest speakers covering a broad range of asset classes, geographies, and career paths.

At the same time, WestPeak is built on a culture that is inclusive, collaborative, and genuinely committed to the success of each of its members. That culture is something we actively maintain and consider integral to the organization.

We look forward to reviewing your application.

Sincerely,



Evan Calbick
Director



Raghav Bhatia
Director



Victor Nguyen-Tuong
Director

WESTPEAK BY THE NUMBERS

#1

Capital Markets Club in
Western Canada

~12

Years Since Inception

196

Equity Research Reports
Published

200+

Alumni

33%

International Placements

120+

Institutions With Alumni

Our Alumni

WestPeak Research Association Alumni are making their mark across key global financial hubs including New York, London, Toronto, Los Angeles, San Francisco, Hong Kong, and beyond. Our graduates excel in a diverse range of roles such as Investment Banking, Private Equity, Credit, Public Markets, Equity Research, Consulting, and more.



JUNIOR ANALYST PROGRAM

Program Overview

The Junior Analyst position is for those who are passionate about finance with a high willingness to learn. We encourage individuals who are interested in exploring the different areas of capital markets and expanding their understanding of fundamental finance knowledge to apply to the Junior Analyst program. This program is open to all years and all faculties and is recommended for those with little technical knowledge.

Time Commitment: 15 hrs / week

What We Offer

- A series of workshops on topics including valuation, investing philosophy, and professional development to build an extensive understanding of fundamental capital market concepts and prepare Junior Analysts for a capital markets internship.
- Hands-on financial modelling sessions to conduct foundational financial analysis such as discounted cash flow, comparable companies and precedent transactions.
- Exclusive networking sessions with industry professionals and WestPeak alumni working in investment banking, sales and trading, hedge funds, private equity, and more.
- Industry mentorship with an accomplished industry professional in their field of interest. Junior Analysts are also paired with a Senior Analyst and a Group Head or member of Management for one-on-one mentorship.

What You Will Do

Cultivate an investor mindset by producing an in-depth equity research report on a publicly traded company of your choice. The report deliverable is the culmination of our training program. Junior analysts will get an opportunity to pitch their stock to an Investment Committee at the end of the term. This will prepare them for interviews and give them a taste of what pitching stocks at an investment firm would look like. Examples of these reports can be found on our website.

- Split off into teams, Junior Analysts will present stock pitches to compete in the annual WestPeak Internal Stock Pitch Competition judged by WestPeak alumni.

Application Process: Please apply for the Junior Analyst program [here](#) by **Thursday, April 2nd at 11:59 AM PT (noon)**. Please include your resume, cover letter, and unofficial transcript in one PDF document.

SENIOR ANALYST PROGRAM

Program Overview

Building on foundational capital market concepts, Senior Analysts will have an opportunity to dive deeper into an industry or an asset class of their choice.

For the Senior Analyst program, we look for students in their second year and above with previous experience in finance and knowledge of accounting, valuation, and modelling.

Time Commitment: 10 hrs / week

What We Offer

- A series of workshops on advanced finance topics relevant to the Senior Analyst's industry group, including industry overview, valuation techniques, technical preparation, recruitment, and more.
- Networking sessions held with industry professionals and alumni working in investment banking, sales and trading, hedge funds, private equity, and more.
- Industry Mentorship with an accomplished professional in their field of interest. Senior Analysts will also have the opportunity to mentor a Junior Analyst simultaneously.

What You Will Do

As part of their coverage team, Senior Analysts will produce a research report on a company of their choice. The reports will be brief, with a strong emphasis on investment thesis and financial modelling. Senior Analysts will select their coverage from one of the following groups: Alternative Assets, Natural Resources, Diversified Industries, and Real Estate. At the end of the term, Senior Analysts will pitch their stock to the Investment Committee to receive feedback and guidance before the reports get published.

- Split off into teams, Senior Analysts will present stock pitches to compete in the annual WestPeak Internal Stock Pitch Competition judged by WestPeak alumni.

Application Process: Please apply for the Senior Analyst program [here](#) by **Thursday, April 2nd at 11:59 AM PT (noon)**. Please include your resume, cover letter, and unofficial transcript in one PDF document.

INTERVIEW SAMPLE

Behavioural Questions

Why do you want to join WestPeak?

- We want to know about your experiences, extracurriculars, interests, and goals. Focus on how they relate to why you want to join WestPeak, why you would be a good fit for the team, and why you would be a good fit for the role you applied for.

Why do you want to pursue Finance, and what specific careers are you interested in?

- We want to know why you are interested in pursuing a career in the capital markets. Focus on your past experiences and what really drives your interest in the field of finance.
- Share with us whether you're interested in pursuing investment banking, sales & trading, private equity, etc. It is important to be honest about what you want to do, so our team knows how to help you best. It is okay to not be completely sure about what you want to pursue at this stage, but showing that you have taken the time to dive deep into possible career paths and have given thought to what aligns with your goals goes a long way.

Tell me about a time you received critical feedback on a task.

- Describe a specific situation where you received constructive or even tough-to-hear feedback. Focus on how you handled the feedback and showed improvement in yourself.

Tell me about a time you failed.

- Choose a specific situation that was meaningful to you. Describe the context and your role. Focus on the main reasons behind the failure, how you responded, and what you learned from the experience.

Tell me about a time you showed initiative.

- You can choose a personal or professional example, but ideally select one that highlights qualities relevant to this role. Briefly describe the situation, focusing on why you chose to take initiative, what key steps you took to drive things forward, and what the outcome was.

Market-based Questions

Tell me some news or market trends that you have been following.

- Choose one that you can answer follow-up questions on. Describe the trend/news generally, explain how it impacts companies involved/markets/broader economy, and why you find it interesting. End with your own opinion on the story.

Where do you see the markets going in the next 12 months?

- Start with a broader view of the economy (policy rates, inflation, unemployment, political landscape) and narrow it to consensus vs your opinion of how stock market, credit market, M&A activities, and major companies will be impacted. Focus on themes and probabilities in your answer.

INTERVIEW SAMPLE

Technical Questions

These questions are meant to gauge interest in finance and critical thinking. Senior Analysts could be asked a few questions about the group they are interested in.

What are the three financial statements? How are they linked?

- The Income Statement shows a company's performance over a period of time. The Balance Sheet is a snapshot of the company's assets, liabilities, and equity at a specific point in time. The Cash Flow Statement tracks cash flows across operating, investing, and financing activities.
- Net income from the income statement flows into retained earnings on the balance sheet, and it is also the starting point for cash flow from operations on the cash flow statement.
- The ending cash on the cash flow statement flows to the balance sheet under assets.

The EV/EBIT, EV/EBITDA, and P/E multiples all measure a company's profitability. What's the difference between them, and when do you use each one?

- EV/EBITDA and EV/EBIT are capital structure-neutral, while the P/E ratio is not. This means you would use P/E multiples for companies in banking or financial services, which rely heavily on interest payments and expenses.
- EV/EBIT includes depreciation and amortization, unlike EV/EBITDA. It is more commonly used in industries where maintenance CapEx is a significant cash-consuming item and plays a crucial role in a company's fundamental valuation.

During periods of economic expansion, would companies with high or low operating leverage do better, assuming they are otherwise identical?

- High operating leverage means a company has more fixed costs than variable costs. If the economy is growing, you can assume the company is increasing revenue. With higher percentage of fixed costs, a larger portion of that revenue can be retained as profit. The key point is that variable costs increase with revenue, while fixed costs remain constant.

What are some situations where you cannot use Discounted Cash Flow to value a company?

- Assets with no profits and unpredictable free cash flows, such as early-stage startups and distressed firms, should be valued using comparable companies analysis instead.
- Companies involved in natural resource extraction are dependent on commodity prices, which are difficult to forecast. In addition, terminal value is not applicable—use the NAV model instead.

Case Study & Brain-Teasers

These questions are aimed at testing your critical thinking skills, especially in an interview setting.

- Make sure to walk us through your thought process while you work through the question. It is important to take a moment to reflect on the question before answering.
- The goal is not to achieve a 'perfect' answer, but rather to show how you think about new questions and situations you haven't encountered before.

MANAGEMENT TEAM



Evan Calbick
Director



Raghav Bhatia
Director



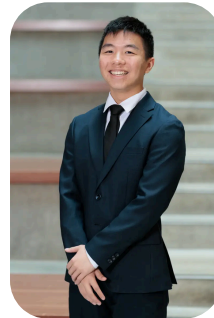
Victor Nguyen-Tuong
Director



Bolu Rahman
Vice-President



Joyce Ke
Vice-President



Nathan Wong
Vice-President



Nathan Liou
Tech Director

Select Management Placements



Summer Analyst
Private Equity
Victoria



Fall Analyst
Public Markets
Victoria



Summer Analyst
Investment Banking
Toronto



Winter Analyst
Investment Banking
Toronto



Winter Analyst
Investment Banking
Toronto



Summer Analyst
Sales & Trading
Toronto



Summer Analyst
Investment Banking
London



Summer Analyst
Investment Banking
New York



Summer Analyst
Sales & Trading
New York



Summer Analyst
Private Equity
Toronto



Fall Analyst
Investment Banking
Toronto



Winter Analyst
Private Equity
Toronto

GROUP HEADS

Alternative Assets



Ellie Yen
Group Head



Nicole Sanctis
Group Head

Diversified Industries



Angel Li
Group Head
(Consumer)



Raymond Li
Group Head
(TMT)

Natural Resources



Colin Illing
Group Head
(Oil & Gas)



Ishan Nagra
Group Head
(Metals & Mining)



Max Moore
Group Head
(Metals & Mining)

Real Estate



Jacob Knowles
Group Head



Stéphane Rhéaume
Group Head

Select Group Head Placements

BANK OF AMERICA
Summer Analyst
Investment Banking
Toronto

BCI
Summer Analyst
Private Equity
Victoria

BCI
Fall Analyst
Private Equity
Victoria

BMO
Summer Analyst
Investment Banking
Toronto

BMO
Summer Analyst
Investment Banking
Vancouver

BMO
Fall Analyst
Investment Banking
Toronto

BMO
Winter Analyst
Sales & Trading
Toronto

Brookfield
Summer Analyst
Asset Management
Calgary

GROSVENOR
Summer Analyst
Rotational
Vancouver

KINROSS
Fall Analyst
Corporate Development
Toronto

POLAR
ASSET MANAGEMENT PARTNERS
Summer Analyst
L / S Equities
Toronto

RBC
Summer Analyst
Investment Banking
Calgary

Scotiabank
Summer Analyst
Investment Banking
Toronto

Scotiabank
Winter Analyst
Investment Banking
Toronto

TD
Summer Analyst
Investment Banking
Vancouver

VAN BERKOM
WINTER ANALYST
L / O EQUITIES
Montreal

Get in Touch!

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