

AVC Internship Posting

Private Equity Analyst / Associate / Vice President (Student Internship)
at [Alpine Vistas Capital \(AVC\)](#)
(Winter 2026 Cohort)

SUMMARY

Start & End Date: November 28, 2025 - May 16, 2026 | **Hours:** 7-15+ hours per week (in-semester) |
Location: Remote in Canada or the USA (excluding CA, NY, and MA).

Deadline: *Mon, Nov 10, 2025 (2:00pm PT)* | **Compensation:** Successful student interns will receive an honorarium (est. \$500 CAD) and benefit from a robust professional development program. (Non-hourly compensation.) Student interns whose contributions directly lead to a successful acquisition may be eligible for a bonus. For eligible students, the student internship will ideally also qualify for academic credit (e.g., co-op or internship programs).

Click on the following for: (a.) more information on [Alpine Vistas Capital](#), (b.) a detailed [job posting](#), and (c.) the [job application form](#).

Please carefully review and follow the instructions in the job application. (Failure to do so will negatively impact your application.)

To ensure a fair and efficient review process, we **kindly ask that applicants refrain from contacting Founder & CEO Petros Kusmu directly via email**, LinkedIn, or other channels regarding this role—both while the posting is active and for two weeks after the application deadline. All applications will be carefully reviewed after the deadline closes, and qualified candidates will be contacted directly by our team. Exception: If you've already been in prior communication with Petros about this role, feel free to follow up via your existing email thread. Thank you for respecting this process—it allows us to give every application the attention it deserves.

WHO WE ARE

[Alpine Vistas Capital](#) (AVC) is a private equity search fund led by Petros Kusmu, dedicated to buying and growing a single high-quality small to mid-sized company in the USA or Canada. Backed by seasoned investors with over a billion dollars in assets under management and deep expertise in investing, operating, and scaling businesses, AVC is capable of funding transactions ranging from \$10M to over \$80M. Our mission is to build the next great business, particularly within the social and industrial infrastructure space, and creating lasting impact while preserving the legacy of the businesses we acquire. Petros is passionate about fostering broad employee ownership to ensure that all employees share in the company's success. This commitment to people, combined with patient, long-term capital, positions AVC as an ideal partner for business owners who value continuity, growth, and a people-first approach.

[Petros Kusmu](#) is a Canadian entrepreneur and investor with a robust background in leadership, strategy, and impactful community work. He graduated from Harvard Business School with an MBA as a Baker Scholar (top 5% of his class), earned an MSc from the London School of Economics as a Chevening Scholar (full-ride scholarship), and completed a BA (Double Honours) at the University of Alberta.

Previously, Petros was CEO of a \$14M educational services organization with over 300 employees and eight diverse business units. As a Senior Manager at (Monitor) Deloitte, Petros led large teams and management consulting engagements in corporate strategy, operations improvement, and digital transformations. He also spent time at Morgan Stanley's Private Equity & Credit team in New York City as investment associate, gaining valuable experience in transactions and investment analysis. Beyond his professional work, Petros is committed to community development, namely by helping build one of Canada's only Black-led affordable housing providers (the Hogan's Alley Society). Through Alpine Vistas Capital, Petros aims to acquire and build a business that is committed to preserving founder legacies and fostering broad-based employee ownership to drive shared, long-term success. He's currently based in Vancouver, BC and often visits his hometown, Edmonton, AB.

JOB DESCRIPTION

Role Overview: As a Private Equity Analyst / Associate / Vice President Student Intern, you will play an integral role in the acquisition and investment process, working closely with Petros and his network of experienced investors. This Professional Development Student Internship with Honorarium Support (non-hourly-compensation) offers hands-on experience in private equity, deal origination, and financial analysis, giving you exposure to techniques used in both private equity and management consulting environments. (FYI: Undergraduate students will be designated as “Analysts,” experienced Undergraduate students will be designated as “Associates”, while graduate students will assume the role of “Vice President,” with each level corresponding to distinct responsibilities and learning objectives.)

Key Responsibilities (and Estimated Time Commitment)**I. Industry Research (30%)**

- Conduct detailed industry research, assessing the attractiveness of various sectors using proprietary research and frameworks like Porter’s Five Forces.
- Summarize research findings into concise memos (3-10 pages) to support strategic decision-making.
- Organize and maintain research findings within internal databases for future reference and ongoing analysis.

II. Acquisition Target List Building and Outreach (35%)

- Compile and maintain a list of potential acquisition targets by sourcing information from databases, public records, and industry reports.
- Manage outreach efforts, including preparing communication materials, tracking outreach progress, and updating records.
- Engage with key stakeholders such as business owners and brokers to identify viable acquisition opportunities.

III. Deal Analysis (20%)

- Support active deal flow by reviewing and analyzing potential acquisition targets, including brokered opportunities.
- Assist in preliminary financial evaluations, including Discounted Cash Flow (DCF) models and comparable company analysis, to assess alignment with AVC’s acquisition criteria.

IV. Partner-Led Learning (15%)

- Participate in partner-led learning sessions, including webinars and periodic self-directed projects to build skills in research, finance, and analysis.
- Gain insights from professionals across private equity, consulting, technology, and corporate law sectors.
- Complete learning projects as assigned to deepen understanding of industry-specific challenges and financial modeling techniques.

Time Commitment:

- **Duration:** +5-month initial in-semester internship, with potential for extension. Approximate start and end date of November 28, 2025 - May 16, 2026.
- **Hours:** Approximately 7-15+ hours per week, depending on project needs.

Learning Goals:

- **Primary Learning Objectives:** Develop a firm understanding of industry analysis, including frameworks like Porter’s Five Forces and market segmentation techniques, to assess industry attractiveness and identify acquisition targets within core sectors. Learn effective research and due diligence practices, including information gathering, competitive landscape analysis, and the

fundamentals of deal memo preparation. Also gain practical experience in deal sourcing, learning how to build acquisition target lists, conduct outreach, and manage deal flow within a private equity context.

- **Secondary Learning Objectives:** Acquire a foundational understanding of financial accounting and analysis concepts, including income statements, balance sheets, and cash flow analysis, to assess the financial health of potential acquisition targets.
- **Tertiary Learning Objectives:** Apply investment modeling techniques, including DCF and EBITDA multiple valuation methods, to understand company valuation and to evaluate the financial viability of acquisition opportunities.

IDEAL CANDIDATE

Essential Traits:

- Strong analytical skills with a high attention to detail.
- Exceptional written and verbal communication skills.
- Very strong research skills and an ability to learn complex things in a short amount of time.
- A strong work ethic and deep curiosity to learn new things.
- Basic financial literacy and comfort with data analysis.
- Must be highly self-motivated, resourceful, and able to proactively “figure things out” and identify opportunities independently in an entrepreneurial setting.
- Willingness to actively market the firm through cold outreach, networking, and thesis-driven company targeting.

Preferred Experience:

- Familiarity with Microsoft Excel and other financial analysis tools.
- A background or major in finance, accounting, economics, or business administration.
- Prior experience or coursework in investment research, financial analysis, or corporate finance.
- ***FYI: Unconventional Backgrounds Welcomed.*** *I’m open to candidates from non-traditional paths who are keen, driven, and willing to bet on themselves. If you’re ready to commit fully, work hard, and learn fast, I encourage you to apply regardless of your prior experience.*

Core Values: At Alpine Vistas Capital, we are looking for individuals who embody the following values...

- **Principled Action:** Consistently doing the right thing, even under challenging circumstances.
- **Work Hard (& Smart):** Committed to excellence, with a focus on effective, efficient efforts.
- **Humility:** Open to feedback, continuous learning, and new ideas.
- **Levity:** Driven to achieve ambitious goals, while finding joy and humor in the journey.

LOGISTICS

- Application Process: To apply, please complete the application form (<https://forms.gle/6WNo1QDgpiuemdgy7>) and attach both a resume and cover letter.
 - Resumes that clearly (1.) highlight any relevant experience (such as coursework, work experience, or personal projects in finance, accounting, strategy, or research), and (2.) showcase adaptability and self-management skills in unstructured or ambiguous environments where initiative and self-motivation were key, will be viewed very favorably.

- Cover letters that clearly (1.) outline short- and mid-term career goals, (2.) demonstrate steps taken toward achieving these ambitions, and (3.) connect how an internship at AVC aligns with these objectives will be viewed very favorably.
- Application Timelines: See below an *indicative* hiring timeline...
 - **Nov 6 (Thu), 2025:** Application posting date.
 - **Nov 10 (Mon), 2025 (2:00pm PT):** Deadline for application submission.
 - **Nov 13 (Thu), 2025 (~10:00pm PT):** Follow-up with shortlisted candidates. (*approx. 10-30 applicants shortlisted*)
 - **Nov 14 - Nov 17 (Fri - Mon), 2025:** Case Study Interviews (6-hour timed case study; flexible scheduling available for extenuating circumstances).
 - **Nov 21 - Nov 25 (Fri - Tue), 2025:** 30-minute interviews with Petros for candidates who successfully delivered a high-quality case study. (*approx. 15-20 interviews*)
 - **Nov 27 (Thu), 2025 (11:59pm PT):** Deadline for candidates to sign offer letter and non-disclosure agreements. (*approx. 5-10 offers made*)
 - **Nov 28 (Fri), 2025 (2:00pm PT):** Soft start for onboarding, training, and introductions.
 - *Preliminary, 2-hour Bootcamp Sessions:* (1.) Fri, Nov 28, (2.) Sat, Nov 29, (3.) Sun, Nov 30, (4.) Fri, Dec 5, (5.) Sat, Dec 6, and / or (6.) Wed, Dec 10.
 - **Dec 13 (Sat), 2025:** Student interns to officially begin work following the onboarding period.
- Compensation & Academic Credit:
 - We offer a unique *Professional Development Student Internship with Honorarium Support* designed for students who are driven to gain hands-on experience in investing and entrepreneurship. Our program prioritizes professional growth through project-based learning, mentorship, and networking with leaders across consulting, investment banking, and private equity.
 - **Student interns will receive an honorarium** to support their internship term. In addition to the honorarium, we provide career-advancing opportunities through seminars and one-on-one mentorship, helping student interns develop valuable skills in industry analysis, financial modeling, and deal sourcing. For eligible students, the role can also earn academic credit through co-op or internship programs. *Note: Given the honorarium support and the career development focus, **this role is not hourly-compensated**.*
 - We are committed to supporting students of all backgrounds in their career journey, providing both financial and educational support to foster future success.
 - Lastly, student interns whose contributions directly lead to our acquisition may be eligible for a bonus.
- Contact: For critical questions or to clarify unique circumstances, please directly contact Petros at Careers@AlpineVistasCapital.com.