

UHSF



V E N T U R E C A P I T A L

2025/26 Recruitment guide

UCeed Haskayne Student Fund

The UCeed Haskayne Student Fund (UHSF) is a \$1.1 million dollar student-managed venture capital fund at the University of Calgary—the first of its kind in Western Canada. The fund brings together students from different faculties, with prominent members of the business and academic community to create a unique opportunity for students to gain hands-on experience in entrepreneurship and venture capital investing. Students accepted into UHSF are enrolled in the accompanying FNCE469/669 course where they build skills and experience in early-stage investing. UHSF is a two-year commitment where the first year is focused on establishing an educational and experiential foundation for venture capital investing and the second year is focused on leading UHSF investment decisions.

UHSF (the fund) is a partnership between UCalgary, Innovate Calgary, Creative Destruction Lab-Rockies, and members of the venture capital (VC) community. The fund's mandate is to invest in companies with high growth potential which are capable of generating significant shareholder returns. All returns are re-invested in the fund with the goal of becoming a true "evergreen" fund.

Through the course and time spent managing the fund, students have access to a variety of community business leaders in a unique, hands-on learning experience focused on sourcing, screening, and evaluating innovative early-stage ventures and making impactful investment decisions. Students are involved in the venture capital investment process every step of the way.



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The opportunity to join UHSF as a fund manager has been life-changing. I've seen first-hand how our decisions directly impact the startups we support.

This program has been transformative, not just in developing my understanding of deal flow and investment decision-making, but in realizing the tangible difference we can make in the world through strategic funding”

*Haley Jabush,
2023/24 Energy Stream*

[Learn more about UCeed & the UHSF investment portfolio](#)



Recruitment & Roles at UHSF:

UHSF is a rigorous program, selecting top performing and high-achieving students who have demonstrated leadership, an entrepreneurial drive, personal impact, and academic performance. Excellent interpersonal, presentation, oral and written communication skills are required. UHSF seeks students who are extremely dedicated and motivated, with high career aspirations, and capable of assuming significant levels of responsibility. Two years of remaining studies are required to allow for adequate onboarding, and the eventual progression from Fund Associate to Fund Manager role. The student fund cohort comprise up-to twenty students which is typically divide into 10 Managers (2nd year UHSF returning students) and 10 associates (1st year UHSF students). While many of the students will be from the Haskayne School of Business, the recruitment efforts will also include up to 1/3 of the students from different faculties.



Meet the current UHSF Managers & Associates

Fund Manager Role:

Fund Manger are responsible for overall organization of the fund and the associated planning and organization of weekly meetings and associated fund operations. Managers make each year's investment recommendations by leading the deal teams and mentoring the first years associates through the company selection, due diligence and investment process.

Fund Associates are first year students, who will be focused on establishing an educational foundation for managing the Fund and making investment decisions in their first year. Experiential learning will be driven by observing and participating in CDL and UHSF operations, and participating in deal teams due lead by Fund Mangers.



Fund Associate Role:

As a Fund Associate, you will develop your abilities as an investor in start-up companies. You are passionate about enabling growth and will serve as a catalyst for the continued expansion of UHSF and our portfolio companies. Our ideal candidate embraces a dynamic, multifaceted role where they will gain broad exposure to the venture capital process, start-up companies and portfolio management. After a year as a fund associate your role evolves to become a Fund Manager whose responsibilities include mentorship and development of the next years Fund Associates.

Key Responsibilities:

Sourcing and Due Diligence:

- Support the Fund Managers in identifying and qualifying prospective opportunities and managing deal pipeline through our Customer Relationship Management (CRM) system.
- Facilitate coverage of key investment verticals, including industry mappings as well as identifying key stakeholders and events.
- Perform preliminary financial, strategic, and competitive analysis of prospective investments, including evaluating financial models.
- Assess product-market-fit, communicate with co-investors, and subject-matter-experts on product/service being developed to understand potential.

Execution

- Assist in drafting summary proposals, and letters of intent to be shared with potential portfolio companies.
- Facilitate in-depth due diligence efforts as well as support general deal closing workflows.
- Develop and write short and long form investment theses as well as an investment memo for the Investment Advisory Group (IAG).

Enablement

- Oversee post-investment portfolio management, including analyzing performance and trends from portfolio company reporting.
- Maintain up to date knowledge for industry trends and provide other relevant news to the investment team on an ongoing basis.
- Support general fund operations as well as company data collection and tracking



UHSF Investment Process

Deal Sourcing

The UHSF team sources deals through personal connections, industry events, pitch competitions, and through word of mouth in the start-up community.

Due Diligence

Students in UHSF actively participate in evaluating potential investments through a rigorous due diligence process. This comprehensive review often spans several months, from the initial pitch to the final decision, ensuring informed and strategic investments. Activities include but are not limited to how to assess: the quality of the leadership team, the basis for competitive advantage, an assessment of the market opportunity, phase of technical development, and go to market considerations and intangible considerations.

Investment Decision

After completing due diligence, the UHSF team prepares an investment memo and delivers a presentation to the UHSF Investment Advisory Group (IAG) which is comprised on business and academic leaders. If approved by the IAG, the investment is made using real dollars.



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This is one of Canada’s best programs for entrepreneurial minded students because of the exposure gained working with founders and the broader venture capital community combined with a valuable curriculum that is rooted in entrepreneurial finance fundamentals.”

*Manpreet Deol, Venture Investor, Inovia Capital
UHSF Investment Advisory Group*



Watch

Ali Radwan, 2023/24 Fund Associate & Norbert Stambuli 2023/24 Fund Manager share their thoughts on UHSF



How to apply:

The Fund Managers and Associates at the UCeed Haskayne Student Fund are committed to building and fostering a fair and inclusive community that values diversity and encourages respect for all. We welcome and encourage applicants across any race, colour, religion, sex, sexual orientation, gender identity, national origin, disability, protected veteran status, Indigenous status, or any other legally-protected factors. We believe in the power of diversity of thought and lived experience.

Requirements:

- **Graduating April 2027 or later**
- Strong desire to work as a core member of the UHSF team.
- Interest in working with venture capital, growth equity, and/or debt structures.
- Strong analytical skills, with the ability to synthesize large amounts of data into summarized insights.
- High level of proficiency in MS Office preferred.
- Highly organized, able to efficiently prioritize.
- Proactively solicit opinions and ideas. Curious and enthusiastic to learn and grow.
- Able to commit to the time requirement of the UHSF program.

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UHSF is part of the UCeed group of investment funds, one of the most active early-stage investors in Canada. Students accepted into UHSF become part of a select group of alumni that have made real investments into startup companies while gaining access to the Angel and Venture Capital investment community.

Pete Santosham

*UCeed Fund Operations Director &
Executive Director, UCeed Startup Funds*

1. Applications will be accepted via this [link](#).*

2. If you have questions, please email UHSF Faculty Advisor Dr.

Kanwal Bokhari at kanwal.bokhari@ucalgary.ca or Kurt White at kwhite@ucalgary.ca

3. Visit the Fund's [LinkedIn](#) page if you'd like to connect with current and former UHSF students to learn about their experiences in the UHSF.

Deadline for applications is: 11:59 PM Sunday, February 16, 2025

[Link to Application*](#)

*Download PDF to access links and be logged into your UCalgary Microsoft account to submit your application.