



RioCan pioneered the REIT concept in Canada almost 30 years ago and has been transforming Canadian real estate ever since. When you work at RioCan, you get the stability and resources of an established company with the entrepreneurial and collaborative spirit of a start-up.

Our Culture

Create and Seize Opportunities

Life at RioCan is dynamic and fast-paced. We pride ourselves on constant discovery, providing safe, secure places, and fostering strong stakeholder relationships. We know that great ideas can come from anyone, anywhere, and we empower our people to suggest and implement their ideas. Our team is nimble and efficient. We encourage autonomy, meaning you can make decisions and solve problems quickly without the bureaucracy commonly found in large organizations. Taking calculated risks is respected and instincts are trusted.

Keep Learning and Growing

You can build a career with real impact and longevity at RioCan. Just as we are in the business of developing commercial assets to reach their full potential, we prioritize the professional development of our people – our most important asset of all. At RioCan you will have continuous learning and growth opportunities alongside the best in the business, and an inspiring, experienced leadership team. Drive and ambition are fostered here.

A Sense of Belonging

RioCan is committed to creating a diverse and inclusive workplace – and this is a constant journey we are on together. We value different voices and perspectives, and appreciate that the unique backgrounds and identities we each bring to our jobs make the whole business stronger. Our workforce is highly engaged in the communities we serve, and we organize several initiatives that promote giving back year-round, whether through volunteering, fundraising or donations. Employees extend their reach in the organization by contributing to our many committees: Diversity, Equity and Inclusion, Women's Initiative Network, Innovation, and Social.

We strive to be a diversity leader in our industry and Canada and to be among the most equitable and inclusive workplaces. We know we can learn a lot from the best practices and examples of other D&I leaders doing great things in this space, and we are committing to building on these efforts within the real estate industry.