



Grand Challenges Canada®  
Grands Défis Canada



---

Position: Manager, Policy  
Site: Hybrid: MaRS Discovery Tower (Toronto) + Work from Home  
Organization: Grand Challenges Canada  
Reports to: Senior Director, Policy and Strategy  
Status: Permanent, Full-Time  
Salary: \$98,866/year + benefits

---

[Grand Challenges Canada](#) (GCC) is dedicated to the vision of a world where innovation helps every person thrive. Our role in this vision is to support local, scalable, sustainable innovation that builds a healthier, more equitable future.

As an innovation platform and one of the leading impact-first investors in Canada, GCC has funded over 1,600 innovations in more than 100 countries. These innovations have already touched the lives of more than 100 million people, and we're on a journey to reach 700 million people with lifesaving and life-improving innovations by 2035.

Delivering on that strategy requires convening and influencing partners at scale. We intend to become a global partner and first port of call for deep knowledge and the delivery of impact through innovation. Our strategic 'connect' pillar will initiate thought leadership to bring partners and the wider innovation ecosystem.

Under the leadership of the Chief Strategy and Partnerships Officer (CSPO), the strategy unit is an evolving, agile team dedicated to accelerating GCC's pathway to 700 million lives reached through the levers of high-impact partnerships, policy influence, and strategic communications. The Policy, Learning and Reporting (PLR) team is a new function within the CSPO unit dedicated to keeping GCC insight-driven and adaptive — translating learning from our portfolio, operations, and the wider innovation ecosystem into both internal strategy and external influence. PLR works closely with the Communications team on GCC's external positioning and with the Partnerships team on relationships.

## **POSITION OVERVIEW AND KEY RESPONSIBILITIES**

The Manager, Policy, will support the Senior Director, Policy, in delivering the GCC Policy Framework, with particular focus on thought leadership, convening, and strategic positioning. The role suits someone comfortable making meaning of a fast-changing foreign assistance landscape and turning insight into action for GCC and its partners. The Manager will play a critical role in initiating and maintaining relationships, including with other innovation funders' policy teams and with innovators who are thinking through policy and regulatory barriers at the local level. The Manager will also support a new line of work on policy signals and potentially some of the organization's risk assessment framework.



Key responsibilities include, but are not limited to:

- **Policy analysis and learning.** Develop policy analytical products including country briefs and strategic analyses, working across the team to ensure findings are actionable for internal planning and credible for external influence.
- **Strategic engagement.** Build and steward relationships with policy counterparts at peer innovation funders, and with innovators navigating policy and regulatory barriers in the markets where GCC works. Ensure GCC's approach and comparative advantage are well represented in the wider innovation community.
- **Convene for impact.** Bring together peers and partners to ensure we are using what we learn to improve the way we fund innovation as a community.
- **Thought leadership.** Contribute to strategy-aligned thought leadership that reinforces GCC's role as a global convenor and capital mobilizer.
- **Policy signals.** Help build out a new line of work tracking policy signals — early indicators of shifts in the foreign assistance landscape — and translate these into briefings that inform GCC's strategy, partnerships, and risk picture.
- **Knowledge products.** Support the design and production of knowledge products that draw on GCC's vantage as the largest funder of health innovation with a creative capital stack, aimed at peer funders, partner governments, and the innovation community.
- **Cross-functional support.** Work closely with the Communications and Partnerships teams to ensure policy insight reaches the audiences where it can have impact.
- **Team leadership and culture.** Provide leadership and mentorship to an evolving team — including, but extending beyond, direct reports — fostering a culture of kindness, collaboration, accountability, and continuous learning.
  - Model work behaviours that support personal and team wellness and are aligned with GCC's values and passion for boldness.
  - Ensure that all direct reports have clear performance objectives with dedicated time to touch base on deliverables, challenges, potential supports and strategies.
  - Demonstrate the positive participation that you seek by playing an active and visible role in GCC team-building events and townhalls.

### Qualifications

- A kind colleague who is read to take initiative and lead change.
- 5–8 years of relevant experience in policy ideally including work touching Canadian foreign assistance or broader bilateral and multilateral aid architecture.
- At least 3 years of team leadership and people management experience.
- Demonstrated ability to build coalitions that drive meaningful change.



Grand Challenges Canada®  
Grands Défis Canada



- Experience working with strategic signals and identifying emerging opportunities in complex policy environments.
- Excellent written communication, with the ability to synthesize complex information into clear, compelling products for senior audiences.
- Strong verbal communication and interpersonal skills, with confidence presenting and representing GCC externally.
- Comfort operating in a matrixed organization where influence depends on relationships rather than authority.
- Passion for GCC's mission and the impact we seek in the world.
- An advanced degree in a relevant field.

*People from historically excluded communities with lived experiences in relevant thematic areas are encouraged to apply. People with lived experience and/or work experience in the communities or countries we are supporting are especially encouraged to apply.*

*Don't meet every requirement? Studies have shown that women, people of colour, people from LGBTQ2S+ and disability communities are less likely to apply to jobs when they do not meet every qualification. At Grand Challenges Canada, we are dedicated to building a diverse, inclusive, authentic, and accountable workplace, so if you are excited about this role but your experience does not align perfectly with every qualification in the job description, we encourage you to apply, as you may be the ideal candidate we are looking for.*

#### **Location and Work Requirements:**

- We are currently working in a hybrid model with time in office and working from home. With rare, approved exceptions, GCC staff are to live in or near the Greater Toronto Area (GTA) and available to travel to, and work from the Toronto main office, as business operational needs require. Any expenses related to travel and or relocating to Toronto are the sole responsibility of the employee and will not be reimbursed by GCC.
- Domestic and international travel required.
- Applicants must be eligible to work in Canada.

#### **Benefits**

- Health and Dental provided by Sunlife Canada effective on start date.
- Enrollment in the Healthcare of Ontario (HOOPP) Defined-Benefit Pension Plan
- Four (4) weeks of paid vacation
- Four (4) day work week (with Friday as a flex/off day), excluding weeks with Statutory holiday (program reviewed annually)
- Access to Employee Assistance Program (EAP), and UHN added value benefits such as fitness, spas and wellbeing, hotels and travel services, and retail discounts.
- International SOS (ISOS) travel safety and supports around the world.



Grand Challenges Canada®  
Grands Défis Canada



- Bring-your-own-device (BYOD) cell phone allowance.
- Growth and wellness fund.
- New Temporary Work Relocation - work remotely for up to 90 days, almost anywhere in the world.

#### Terms

- Start date: Immediate
- Status: Permanent full-time

#### Application process

- [Please submit your resume and cover letter here.](#)

#### AI Use in Application Processing

Please be advised that Grand Challenges Canada may use artificial intelligence tools to assist in the processing and evaluation of applications submitted for this position. These tools may be used to support activities such as résumé screening, candidate assessment, or scheduling, and are used as an aid to, and not a replacement for, human decision-making. All hiring decisions are made by qualified personnel who review AI-assisted outputs before any determination is made regarding a candidate's application. Grand Challenges Canada is committed to ensuring that its use of AI in recruitment is fair, transparent, and free from unlawful discrimination, in accordance with applicable federal and provincial human rights and privacy legislation. If you have questions about how AI is used in our hiring process, or if you require an accommodation at any stage of the recruitment process, please contact GCC's HR Team at [hr@grandchallenges.ca](mailto:hr@grandchallenges.ca).