



Grand Challenges Canada®  
Grands Défis Canada



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

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[Grand Challenges Canada](#) (GCC) backs Bold Ideas with Big Impact®. We are a global innovation platform and one of the world's leading impact-first investors, working toward a future where innovation helps everyone thrive. With support from the Government of Canada and other partners, we use a Grand Challenges approach to identify, invest in, and help scale bold, locally led solutions that advance health, equity, and resilience in low- and middle-income countries and Canada.

We back bold ideas from seed to scale—combining capital, advisory support, and strategic partnerships to help them grow and succeed. We look for innovations that combine science, social insight, and business strategy—what we call Integrated Innovation®—to drive real-world change.

We work with innovators to test, refine, and de-risk solutions, positioning them for long-term adoption through public systems, private-sector pathways, or blended models. Our goal: to save and improve lives at scale by turning bold ideas into sustainable solutions.

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, working through the levers of high-impact partnerships, policy influence, and strategic communications. Within this unit, the Partnerships team plays a pivotal role in cultivating and managing relationships across three key sectors: bilateral and multilateral agencies, philanthropic organizations, and private capital providers. The Policy team will ensure GCC stays insight-driven and adaptive—leveraging learnings from our portfolio, core operations, and the broader innovation ecosystem. The Communications team is responsible for GCC's external strategic positioning, deploying platforms and tools to elevate key moments and partnerships, and showcasing the impact of our platform and innovations.

## **POSITION OVERVIEW AND KEY RESPONSIBILITIES**

Reporting directly to the CSPO, the manager will be responsible for providing strategic support in the execution of the CSPO's vision and the smooth functioning of the strategy team. They understand the landscape in which we work and the players within. They can digest and synthesize complex and sometimes sensitive information with the ability to put forward



substantive and strategically sound recommendations. They have excellent communication skills, exceptional interpersonal skills and high emotional intelligence. They possess strong attention to detail and can consistently produce high-quality work with a tight turnaround. They have the ability to speak truth to power while maintaining decorum, respect, and a sense of humour. The role will also be shaped in large part by the manager's individual preference and the working relationship between the manager and the CSPO.

Key responsibilities include, but are not limited to:

### **Strategic Communication and Stewardship**

- Develop, prepare, and deliver strategic written and verbal communications on behalf of CSPO, including presentations, planning briefs, meeting follow-ups, etc. This includes significant external and internal representation – the incumbent will lead, not just support.
- Manage the flow of multi-functional communication to and from the CSPO, and between functional leads and GCC teams.
- Proactively share key feedback and ideas widely, leveraging the CSPO's conversations to inform and coordinate collective GCC efforts.
- Coordinate decision memos for the Executive Leadership Team that emerge from CSPO business units. Ensure that they are concise, accurate and anchored in both GCC's overarching strategy and in OKRs. Ensure that decisions are actioned and follow-up on monitoring.
- For new and emerging priorities and issues, lead any required research and tasking, working across the organisation as needed to understand fast-moving issues and propose pathways.
- Monitor progress and performance against mandate (OKRs in particular) and help ensure that organizational decisions support positive movement on the OKRs and on annual KPIs.

### **Stakeholder Support, Coordination and Management**

- Keep the CSPO informed of incoming requests, correspondence and all matters requiring their attention, provide sound input as appropriate to facilitate decision making and ensure follow-up action, as directed.
- At a strategic level, support the CSPO's official travel, including facilitating high-level contacts and securing the right outcomes. On occasion, the manager will support the CSPO by providing very brief talking points. Administrative responsibility for travel is not part of this role.
- Where required, accompany the CSPO to external meetings to ensure that the conversation is captured and key takeaways are promptly disseminated to relevant teams.



- Collect and consolidate cross-functional inputs to specific external communications, and on occasion, draft and ensure feedback is provided from conversations to relevant stakeholders.

### **Team Operations and Management**

- Lead planning and execution of team retreats
- As the Strategy team grows, provide direct supervision, management and mentorship to junior and intermediate members, with a focus on enabling staff to succeed in their roles.
- Ensure that all direct reports have clear performance objectives with dedicated time to touch base on deliverables, challenges, potential supports and strategies.
- Help recruit new staff, including updating job descriptions and role-specific onboarding.
- Support the optimization of team structure and accountabilities.
- Model work behaviours that support personal and team wellness and are aligned with GCC's commitment to Inclusion, Diversity, Equity and Accessibility.
- 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 ready 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.
- 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 in 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*



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*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.
- 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



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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).