



Position: Senior Manager, Gender-Lens Investing
Site: Hybrid: MaRS Discovery Tower (Toronto) + Work from Home
Organization: Grand Challenges Canada
Reports to: Director, Innovative Finance and Venture Support
Status: Permanent, Full-Time
Salary: \$118,640/year + benefits

[Grand Challenges Canada](https://www.grandchallenges.ca) 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. Learn more at www.grandchallenges.ca.

POSITION OVERVIEW AND KEY RESPONSIBILITIES

As a member of the Innovation Advisory team at GCC, the Senior Manager, Gender-Lens Investing will directly contribute to the team's objective of enabling and advising other functions within GCC to deliver our main mandate of getting money in the hands of innovators and supporting them to scale for impact. The Senior Manager will drive GCC's approach to gender lens investing, ensuring gender is embedded across the investment process and portfolio, and strengthening GCC's role in shaping how capital advances gender equity across our areas of impact.

Key responsibilities include:

Gender Investment Strategy & Implementation

- Lead the development and refreshing of GCC's Gender Lens Investing Strategy, implementation plan and ensuring alignment with GCC's organizational priorities and international gender lens investing best practices.
- Roll out GCC's Gender Lens Investing Strategy and implementation plan with the organization and communicate externally as appropriate.



- Lead GCC's alignment with the 2X Criteria and other international gender finance standards.
- Strengthen and maintain GCC's gender lens coding framework and ensure gender reporting meets donor obligations.

Gender Integration across the Investment Cycle

- Oversee the design and integration of GCC's gender lens approach across our innovation portfolios.
- Advise the Impact Investing team on integration of gender analysis into investment screening, due diligence and structuring.
- Support the Impact Investing team to identify and evaluate investment opportunities that advance gender equity and women's economic empowerment.
- Identify and recommend gender-focused financing instruments for integration into GCC's portfolio.
- Build the tools, frameworks, resources and internal capacity for gender impact assessments of potential and existing investments.
- Develop gender impact measurement systems and KPIs for portfolio tracking and reporting.
- Monitor portfolio innovations' gender performance and support innovators in developing gender-responsive business models and scale strategies.
- Design, contract, and oversee delivery of gender equality venture advisory support for portfolio innovations.

Partnership Development and Field Leadership

- Build strategic partnerships with gender lens investors, DFIs, and relevant networks including 2X Global, CAFIID and others.
- Represent GCC in the gender lens investing field at conferences, policy forums, and communities of practice.
- Identify and develop gender lens opportunities in GCC's ecosystem and innovative finance work.
- Position GCC as a Canadian and global leader in gender lens investing in emerging markets through field engagement, publications, and strategic relationships.
- In collaboration with Policy and other relevant teams, produce thought leadership on gender-lens investing in GCC areas of impact.

Mentoring a high-performing team and supporting a thriving culture

- While this role doesn't have a direct report right now, they are expected to provide leadership and mentorship to junior staff, 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.
- Lead or support the recruitment and onboarding of new staff, using an empathetic and supportive approach.



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- Demonstrate the positive participation that you seek by playing an active and visible role in GCC team building events and townhalls.

Qualifications

- A minimum of 8+ years of relevant work experience in gender-lens investing, women's economic empowerment, or gender equality.
- At least 3 years of team leadership and people management experience.
- An advanced degree in Gender Studies, Women's Economic Empowerment, finance, business, international development or a related discipline.
- Deep understanding of gender analysis frameworks, gender-lens investing, women's economic empowerment strategies.
- Experience with gender-focused investment instruments, funds, or programs.
- Strong background in impact measurement and /or gender data analysis.
- Strong knowledge of innovation ecosystems and experience supporting early-stage ventures and social enterprises in low- and middle-income countries.
- Demonstrated expertise designing and delivering advisory services that promote gender equality.
- Strong analytical skills.
- Excellent interpersonal and communication skills, with the ability to present with confidence.
- Strategic, proactive and strong execution skills.
- Passion and positivity for what we do and the impact we seek in the world.
- Highly developed interpersonal skills with demonstrated ability to perform well independently, within and cross multiple teams.

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 color, people from LGBTQ2S+ and disabilities 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



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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 per calendar year (prorated)
- (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)
- 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.

Term

- Start date: August 1, 2026, but open to early start depending on candidate's availability
- 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.