



Grand Challenges Canada®
Grands Défis Canada



Position:	Analyst, Impact Measurement
Site:	Hybrid: MaRS Discovery Tower (Toronto) + Work from Home
Organization:	Grand Challenges Canada
Reports to:	Manager, Impact Measurement
Status:	Permanent, Full-Time
Salary:	\$61,773/year + benefits

[Grand Challenges Canada](#) 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 **Analyst, Impact Measurement** 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. This role will support GCC's impact measurement, impact modelling and impact reporting processes across the organization.

The Analyst, Impact Measurement will be focused on supporting effective, high quality, and organized impact measurement processes under the guidance of the Manager, Impact Measurement. The Analyst, Impact Measurement will play a critical role in supporting with impact due diligence, following up with former GCC innovators to understand their latest impact achievements, and implementing efficient data management processes. The analyst will also play a supporting role in routine evidence appraisal and results validation.

The Analyst, Impact Measurement is a “doer”, critical thinker, and problem-solver. They have a keen eye for detail, enjoy using Excel daily to organize data and understand results, and have a strong sense of initiative. They enjoy the challenge of working with imperfect data sets to conduct strategic analyses, as well as sifting through documents such as studies and reports to generate insights about impact.

Impact Appraisal & Due Diligence

- With oversight from the Impact Measurement Manager, support the Impact Investments team to conduct impact due diligence for early-stage innovations by critically appraising relevant innovations' evidence of health impact, and identify gaps and limitations in the evidence base.
- Provide guidance to the Impact Investments team on how to approach collaborating with early-stage innovators to assess potential impact and develop appropriate outcome indicators and targets for the funding period.



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- Provide an initial review of impact indicators and targets, as well as any additional impact materials that are submitted to the internal Investment Committee.

Post-Funding Follow-up

- Develop surveys and/or conduct desk research to understand how innovations that have historically been funded by GCC are continuing to achieve impact on health outcomes as they scale.
- Identify and organize meetings with formerly funded innovators to develop a deeper understanding of the results they have achieved post-funding.
- Validate results and compile data for post-funding results so that they may be integrated into GCC's data systems.

Results Validation

- Review and validate results from GCC-funded innovators (with a focus on early-stage innovations).

Data Analysis and Storytelling

- Support the team to analyze trends, patterns in impact numbers, and results to support data driven decision making and strategy development.
- Use data visualization techniques to support presentation of impact data and results for internal and external audiences.
- When required, work closely with the Communications team to develop impact stories, results briefs, blogs, and other learning products that highlight stories of impact and change across portfolios.
- Clean, analyze, and synthesize impact data across the portfolios, as directed.
- Build and generate reports in the data management system.
- Identify opportunities to improve and streamline processes and systems to work as efficiently and effectively as possible.

Support a Thriving Team Culture

- 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, when asked for.
- 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 1-2 years of relevant work experience.
- Undergraduate degree in a related or relevant discipline.
- Basic knowledge of statistical analysis and research methodology.
- Demonstrated interest or knowledge of global health, development and/or humanitarian sectors.
- Excellent interpersonal and communication skills, with the ability to present with confidence.
- A drive for clarity and smart process – with proven ability to find and implement increasingly efficient and innovative ways of working.
- A passion and curiosity for all things digital, believing in the possibility of transformative solutions and bringing everyone along with what, why and how.
- Demonstrated problem solving skills.
- Superb organizational and time management skills.



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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 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 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

- Will depend on PFT or TFT. What follows applies to both.
- 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).
- 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: TBD
- 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.