



Grand Challenges Canada®
Grands Défis Canada



Position: Senior Financial Analyst, Compliance & Audit
Site: Hybrid: MaRS Discovery Tower (Toronto) + Work from Home
Organization: Grand Challenges Canada
Reports to: Senior Finance Manager, Compliance & Audit
Status: Temporary, Full-Time (12-month contract)
Salary: \$77,834 - \$85,248 year (depending on designation status) + 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

With over 500 active projects in over 90 countries, the Senior Financial Analyst (SFA), Compliance & Audit will conduct financial compliance assessments on innovators' activities and apply a systematic approach to evaluate and improve the effectiveness of GCC's financial compliance processes. The SFA will play a critical part in conducting spot-check audits and internal controls over financial reporting reviews on innovator projects, in-house and on-site. The SFA will also assist management in drawing conclusions on the adequacy of the organizations' due diligence processes and funder compliance. As the SFA, you are an adaptable, proactive individual with a strong willingness to learn and enjoy working in a fast-paced environment.

Key Responsibilities

- Conduct remote or on-site financial compliance assessments, such as spot-check audits, internal controls over financial reporting reviews or other compliance assessments on GCC-funded projects.



Grand Challenges Canada®
Grands Défis Canada



- Develop strategic plans for compliance assessments, including assessing the risks related to the GCC-funded projects and applying appropriate procedures to address those risks accordingly.
- Develop compliance/audit objectives, scopes, and procedures in collaboration with external audit firms and other GCC teams, to ensure compliance with funding requirements and GCC policies is verified.
- Write formal findings letters based on the final evaluation of the spot-check audits and internal controls over financial reporting reviews. This involves analyzing, and documenting the strengths, weaknesses, and controls of the reporting entities/projects.
- Engage and manage relationships with external audit firms to outsource selected spot-check audits, as needed.
- Oversee and evaluate the compliance assessment reports issued by external audit firms who provide support in various regional contexts.
- Assist in drafting written memos for GCC's Audit, Finance and Risk Committee.
- Provide guidance and interpretation of the organization's funding policies and procedures, both internally and externally.
- Travel up to 10%, internationally and domestically.

Qualifications

- A minimum of 2-4 years of relevant work experience in compliance or audit, experience in not-for-profit preferred.
- A bachelor's degree in accounting, finance or business administration degree in a related or relevant discipline.
- Working towards completion or completion of an internationally recognized accounting designation.
- Strong analytical skills, knowledge and skill in applying analytical and evaluative techniques to the identification and resolution of audit issues.
- Self-motivated, proactive, and skilled in monitoring and prioritizing audit workflows.
- Excellent interpersonal and communication skills, with the ability to present with confidence.
- Proven ability to manage large projects/programs with successful outcomes and upside.
- Passion and positivity for what we do and the impact we seek in the world.

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

- A percentage (%) in lieu of benefits.
- Up to 20 days of vacation (10.5 days covered by 4% in lieu of vacation and 9.5 topped up by GCC to equalize with permanent full-time staff) for an annual contract, otherwise prorated.
- 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: Oct 13, 2026
- Status: 12-month contract

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



Grand Challenges Canada®
Grands Défis Canada



UHN Canada's
Hospital

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.