
Position(s):	Investment Manager
Site:	Hybrid: MaRS Discovery Tower (Toronto) + Work from Home
Organization:	Grand Challenges Canada
Reports to:	Associate Director, Impact Investments
Status:	Temporary, Full Time (one year contract)
Salary:	\$100,843/year + % in lieu of benefits

Are you our next Investment Manager?

You want your work to lead to real, measurable impact: improving and saving lives in over 100 countries. You've cut your teeth in finance, investing, grant making or entrepreneurship. You know how to source pipeline, assess investment opportunities, run due diligence, and negotiate terms or agreements. You enjoy backing bold ideas and working closely with the founders and teams who lead them. You are self-directed, take smart risks, and are driven by the same entrepreneurial spirit that drives the innovators we fund. You share our investment philosophy and have ideas about how to make it better.

If this is you, keep reading.

Why this role, and why now

[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. As an Investment Manager, you'll bring institutional grade rigor to deal assessment, structuring, and negotiation, and apply it directly to innovations working to save and improve lives at scale.

What you'll do

As a core member of the Impact Investments team, you'll play a critical role in delivering high impact, well structured investments aligned with GCC's Grand Challenge Portfolios. Reporting to an Associate Director and working closely with Associates and cross functional colleagues, you'll support end to end deal execution, from pipeline sourcing and due diligence, through Investment Committee approval, to contract negotiation and handoff to the Portfolio Management team.

Area of focus	What this involves
Pipeline and sourcing	Source innovations from internal (graduations) and external channels (open calls, partner referrals, ecosystem networks); manage co-funding opportunities and partner relationships; help expand GCC's sourcing methods (e.g. pitch events, accelerator collaboration); working with other internal GCC teams.

Deal execution	Identify and assess innovations aligned with GCC's strategy; lead due diligence and prepare investment memos for the Investment Committee; structure deals (grants, debt, equity) into funding agreements; track deal-making progress against team targets.
Deal structuring	Structure and execute investments across instruments like grants, SAFEs, convertible debt, and equity; assess valuation, capitalization, and risk; negotiate deal terms and governance that balance innovator needs with GCC's objectives.
Team leadership	Manage and coach Investment Associates; support their growth in deal analysis and contract negotiation; contribute to hiring, onboarding, and team culture.
Portfolio and other duties	Monitor deal making against GCC's targets and surface insights to improve quality and efficiency; lead or support priority projects and process improvements; contribute to recruitment, onboarding, and other cross functional initiatives as needed; and represent GCC as an ambassador with external partners.

What you bring

- 5-8 years in finance, investing, or grant making, including impact investing, venture capital, banking, philanthropic/donor funding, consulting, and/or entrepreneurship - with real ownership of transactions.
- An advanced degree in a relevant field (finance, business, public health, international development), or equivalent experience.
- Experience with risk capital is a strong asset (e.g. SAFEs, convertible notes, priced equity, or debt), as is deep experience structuring and managing grants. Also, strong underwriting, diligence, and negotiation instincts.
- Strong analytical judgment combined with strategic communication skills: the ability to assess a deal, innovation or business, analyse financial models, and pitch it to a rigorous Investment Committee.
- Demonstrated people management experience: the ability to empower others to succeed in a team that is not top-down.
- Lived and/or professional experience that enables effective partnership with innovators in low- and middle-income countries.

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. 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; some 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 for an annual contract, otherwise prorated.
- Four (4) day work week (with Friday as a flex/off day), excluding weeks with Statutory holiday.
- 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.

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.