
Position: Senior Director, Head of Policy
Site: Hybrid: MaRS Discovery Tower (Toronto) + Work from Home
Department: Grand Challenges Canada
Reports to: Chief Strategy and Partnerships Officer (CSPO)
Status: Temporary, Full-Time (1-year contract/assignment)
Salary: \$158,341/year + % in lieu of benefits

[Grand Challenges Canada](#) (GCC) is dedicated to the vision of a world where innovation helps every person thrive. Our role in this vision is to support local, scalable, sustainable innovation that builds a healthier, more equitable future. We are committed to our core values of seeking impact, promoting equity, and being good partners – as well as to being accountable and caring for our work and each other.

As one of the largest impact-first funders in Canada, GCC has funded over 1,400 innovations championed by innovators in more than 102 countries. These innovations have already improved 10 million lives and are expected to save up to 1.78 million lives and improve up to 64 million lives by 2030.

GCC is seeking a Senior Director and Head of Policy to join the wider leadership team at Grand Challenges Canada and help us achieve our ambitions. We are looking for a leader who can help us connect to the wider world and choreograph collective action that flows resources to innovators who deliver impact at scale.

Our Senior Director and Head of Policy will be an ethical, compassionate and committed human who blends deep knowledge of scaling innovations, government systems and impact with their core values. They will build, inspire and support the teams at GCC in working with global actors, based on a robust understanding of what we can do and have done, to increase our impact.

Key Responsibilities:

1. Implementing work under CONNECT in the Grand Challenges Canada strategy, 2025-2030, including, inter-alia:
 - a. Ensuring that all work under CONNECT is aligned with GCC's core values, with the principle of servant leadership, and in pursuit of impact on people's lives.
 - b. Building, leading and supervising a high-performing policy team, in alignment with GCC's commitment to Inclusion, Diversity, Equity and Accessibility.
 - c. Setting strategic direction and executing on cross-portfolio learning.
2. Managing relationships with the communications team and the CHOREOGRAPH team to execute on the wider strategy.
3. Managing relationships beyond Grand Challenges Canada to help secure our strategic plan outcome of reaching 750 million people and ensuring the funding flow to innovators to deliver on this.
4. Managing internal relationships in line with (1), (2) and (3).

Over the first 24-36 months, the Senior Director of Policy will help GCC to build and deliver on a function that can:

1. Learn across portfolios, areas of impact, and partners
2. Convene for action, informed by evidence and policy analysis
3. Build partnerships for co-investment, co-financing, and direct support to accelerate market-validated solutions to scale

We anticipate that the mechanisms for this will include:

1. Figuring out what GCC knows
 - E.g., Deep dive into existing knowledge
2. Delivering near-horizon policy wins –convening & knowledge
 - E.g., G-7 or OECD DAC and/or other known policy fora
3. Extending our policy horizon
 - E.g., Where aren't we talking about what we're doing in policy terms?
 - How can we find our way in?
4. Crowding in new partners
 - E.g., Bring in policy/goal-aligned actors

Our markers of success for the role will be knowing that GCC has:

1. An internal policy trajectory, including a workplan for what key learnings we want to produce and share over years 3-5
2. An increased public profile in the policy space with existing partners
3. A policy unit that enables program teams to engage with deep learning in 2-3 'new' spaces or fora with identified value
4. Convened (or is convening) its own space around global innovation scaling

Qualifications

- At least 12-15 years of professional experience, with at least a full decade around public sector innovation and the financing of innovation outcomes.
- Substantial policy experience and a profile as a thought-leader in the innovation space.
- Substantial experience ideally across strategy, partnerships, multi-stakeholder project management and impact investment. We recognize that candidates may have deeper experience in some of these areas than others; broad familiarity across this suite with some areas of substantial depth is what we seek.
- The ability to write, speak, and engage with senior officials across global institutions.
- Strong cultural competence, respect for diversity, equity, fairness, and social justice required.
- A genuine passion for Grand Challenges Canada's work.
- Values-based leadership

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 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
- Professional development allowance
- New Temporary Work Relocation – work remotely for up to 90 days, almost anywhere in the world.

Term

- Start date: TBD
- Status: Temporary full-time (1-year contract/assignment)

Application process

- Please submit your resume and cover letter [here](#)