
Position: Knowledge Management & Translation Manager, Humanitarian Innovation
Site: Hybrid: MaRS Discovery Tower (Toronto) + Work from Home
Department: Grand Challenges Canada
Reports to: Associate Director, Knowledge Management & Translation
Status: Full-time, Temporary (1 year contract)
Salary: \$98,866/year + % in lieu of benefits

[Grand Challenges Canada](#) (GCC) is dedicated to supporting Bold Ideas with Big Impact®. Funded by the Government of Canada and other partners, GCC funds innovators in low- and middle-income countries and Canada. The bold ideas we support integrate science and technology, social and business innovation – we call this Integrated Innovation®. We have a determined focus on results, and on saving and improving lives. GCC works closely with a global network of partners to bring successful innovation to scale, catalyzing sustainability and impact.

One of the largest impact-first investors in the world, Grand Challenges Canada has supported a pipeline of over 1,700 innovations in more than 100 countries. Since 2010, innovations supported by GCC have reached more than 80 million people with life-saving or life-improving initiatives who would otherwise not have had access.

The Humanitarian Innovation (HI) program at Grand Challenges Canada, consists of the following portfolios, for which it is seeking a qualified KMT manager to support:

1. **Creating Hope in Conflict: A Humanitarian Grand Challenge** (CHIC) seeks lifesaving or life-improving innovations to help the most vulnerable and hardest-to-reach people impacted by humanitarian crises caused by conflict across the following focus areas: (i) water, sanitation and hygiene; (ii) alternative energy; (iii) life-saving information; and (iv) health supplies and services.
2. The **Child Development** portfolios include: (i) **Saving Brains** and (ii) **Play Learn Thrive**. Saving Brains supports bold ideas to improve early brain and child development globally, focusing on three areas of healthy development (health & nutrition, enrichment and protection) that, when addressed together, set up a child to reach their full potential. Play Learn Thrive is a new portfolio launched in January 2025, that seeks to respond to gaps in Early Childhood Development in Emergencies (ECDiE) and Education in Emergencies (EiE) approaches. Play Learn Thrive aims to create strong support systems for children in complex crisis settings to support early learning and healthy development.

The Knowledge Management and Translation (KMT) team **leads organization-wide learning and impact measurement**, and plays a key role in managing data, analyzing results and integrating learning across GCC. The Manager, KMT-HI is a “doer” equipped with a deep enthusiasm for both quantitative and qualitative data analysis, a keen eye for details, a strong ability to appraise data and evidence, and strong project management skills.

This role is responsible for leading the knowledge translation and impact measurement activities for the Humanitarian Innovation Program, under the direction of the Associate Director, KMT, and working closely with the Humanitarian Innovation team and GCC-supported innovators. The Manager, KMT HI

will provide direction and guidance on impact measurement approaches, oversee the impact appraisal process for innovations under consideration for investment, and play a leadership role in helping the HI Program achieve its strategic learning objectives.

Key Responsibilities

- **Shape and develop impact measurement approaches:**
 - Design, oversee and update processes and activities that support program learning and impact measurement across the HI team.
 - Oversee innovation evidence appraisal and review M&E plans of transition-to-scale innovations during due diligence and the funding period, supporting the program team to (i) identify key strengths and critical gaps in the evidence base and planned M&E; and (ii) communicate relevant information about an innovation's impact to the Investment Committee.
 - Oversee the development and updating of impact targets and models to estimate the number of people reached, and lives improved/saved for transition-to-scale innovations.
 - Provide ongoing monitoring and appraisal of innovator impact results, including following up with closed innovators to consolidate learnings and update impact models.
 - Oversee innovator support on monitoring, evaluation and learning.
 - Share learnings from the adapted impact measurement approach with other Portfolio/Programs Teams, and external partners.
 - Design, oversee and update KMT processes and activities, in partnership with the Program Team(s) as part of the digital transformation process.

- **Contribute to learning initiatives:**
 - Develop and implement the program's learning agenda.
 - Oversee development of knowledge products to support the organization's learning agenda and inform programmatic decision making through a mixture of (i) directly leading analysis of innovator progress, results and lessons learned; and (ii) providing oversight and guidance to portfolio analyses conducted by external consultants.
 - Facilitate learning between functional teams.
 - Oversee information gathering, data analysis and interpretation of results for donor reports, including overseeing updates to the program's logical framework.
 - Oversee efforts to measure and analyze portfolio indicators of success, related to innovation adoption, value for money, systems-influence, scaling and sustainability.
 - Support relationships with funders and partners by facilitating strategic co-learning opportunities and report writing.
 - Support external evaluations by developing strategic documentation and analyzing programmatic results.
 - Act as an ambassador for GCC, representing GCC's strategic interests and serving as a thought leader in humanitarian innovation through external collaborations, presentations to partners, participation in local and international conferences, and communications with innovators, external thought leaders, and government representatives.

- **Provide collaborative leadership to advance a high performing, resilient team:**
 - Provide direct supervision and management of 1 – 2 Analysts and/or Associate staff providing KMT support to the HI team.

- Support Associate Director, KMT with recruitment of new KMT staff including onboarding planning and liaising with HR.
- Coach junior staff to engage with innovators and partners, exercise judgement in supporting deals, and contribute to project and portfolio progress.
- Management of external consultants to provide guidance on monitoring and evaluation and impact modelling.
- Model effective work behaviours that support personal and team wellness, and are aligned with GCC's commitment to Inclusion, Diversity, Equity and Accessibility.

Qualifications

- You have relevant education and/or 5-7 years of work-related experience, preferably in monitoring, evaluation and learning, or research with a focus in child development, humanitarian or global health innovation.
- You have an in-depth knowledge of statistical analysis and research methodology and experience working with quantitative and qualitative data.
- You have demonstrated interest in and knowledge across any of the following areas: humanitarian response, early childhood development and early childhood education.
- Experience working and/or living in humanitarian or low resource contexts is an asset.
- You are passionate about monitoring and evaluation, enjoy using Excel as a core part of your daily work, and have strong problem-solving skills.
- You are knowledgeable about results-based management tools and Theory of Change development.
- You work well independently and also enjoy collaborative work.
- You have excellent verbal and written communication skills.
- Have experience supervising and guiding direct reports.
- Working knowledge of Arabic, Swahili and/or French is considered an asset for this role.

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.
- Some international travel may be required.
- Applicants must be eligible to work in Canada.

Temporary Full-Time 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: March 31,2025
- Status: Temporary, Full-time

Application process

- Please submit your resume and cover letter here

POSTED DATE: February 25, 2025

CLOSING DATE: March 12, 2025