



Position(s): Investment Manager
Site: Hybrid: MaRS Discovery Tower (Toronto) + Work from Home
Organization: Grand Challenges Canada
Reports to: Associate Director (TTS or Scale)
Status: Permanent, Full-time (PFT) AND Temporary, Full-time (TFT - 1 year contract)
Salary: \$98,866/year + benefits (PFT) OR \$98,866/year + % in lieu of benefits (TFT)

[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 RESPONSIBILITES

As a core member of the Impact Investments team at GCC, this role will contribute to the team's objective of seeking bolder innovations and putting money in the hands of innovators. The Investment Manager plays a critical role in delivering high-impact, well-structured investments in line with GCC's Grand Challenge Portfolios. This includes the deployment of a range of financial instruments including grants, debt, and equity that align with GCC's mission to support bold innovations. Reporting to an Associate Director and working in close collaboration with Associates and cross-functional colleagues, the Investment Manager supports end-to-end deal execution from pipeline sourcing and due diligence to Investment Committee recommendations, contract negotiations, and handoff to the Portfolio Management team.

Drive and execute high-quality investment cases (across financial instruments)

- Identify, assess, and recommend promising innovations aligned with GCC's investment strategies and portfolio priorities.
- Conduct comprehensive due diligence on potential deals (including scientific peer review and impact, financial, operational, and risk analysis) using GCC's investment frameworks.
- Prepare investment memorandums and present potential investments to GCC's Investment Committee.



- Manage negotiations and structuring of investments (grants, debt, equity) in collaboration with cross-functional teams and senior team members and their translation to funding agreements.
- Coordinate internal processes to move deals efficiently from pipeline to portfolio, ensuring accuracy and compliance.
- Monitor and report progress against individual and team targets (for example, deal volume, geographic mix, timelines, etc.).

Structure and execute risk capital investments (equity and debt)

- Structure, recommend, and execute investments across equity and debt instruments, including, but not limited to, SAFE notes, convertible debt, and straight equity.
- Conduct thorough financial and impact due diligence, assessing valuation, capitalization, dilution, and sustainability metrics.
- Recommend and negotiate deal terms, investor rights, and governance structures that balance innovator needs with GCC's impact objectives and risk appetite, in collaboration with co-investors and internal stakeholders.

Actively manage deal pipeline and sourcing

- Source and secure sufficient and quality pipeline of innovations from external and internal sources in line with GCC and portfolio priorities (e.g. internal POC and TTS graduations, open RFP calls, partner referrals, ecosystem networks, demand-driven sourcing experiments, etc.).
- Identify and execute strategic co-funding opportunities for GCC at the deal level, managing key partner relationships and representing GCC.
- Propose and (co)lead creative approaches to expand GCC's methodologies for generating deal pipeline, seeking bolder innovations (e.g. hosting pitch events, targeted collaboration with LMIC accelerators, etc.).
- Collaborate with Innovation Advisory and Partnerships/Policy teams on all the above.

Adjust & align pipeline and deal-making to achieve impact

- Monitor and optimize deal-making activities against GCC's organizational targets (e.g. donor commitment targets and timelines, targets for grants/debt/equity or organizational type, gender, LMIC-based, geography, etc.).
- Surface learning and suggestions to promote an effective innovator experience, improved quality and efficiency.
- Lead or support priority projects and process improvements to enhance results.

Mentor a high-performing team and support a thriving culture

- Supervise and manage Associates, either directly or through a matrix approach, fostering a culture of kindness, collaboration, accountability, and continuous learning.
- Coach junior/newer staff to engage with innovators, conduct deal analysis, exercise judgement in supporting due diligence processes and contract negotiations.
- Contribute to process improvements and support cross-functional priority initiatives, other teams, and / or coverage during staff absences when needed.



- 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.
- Ensure that all direct reports have clear performance objectives with protected time dedicated to touch base on deliverables, challenges, along with potential supports and strategies.
- Act as an ambassador for GCC for external audience and partners and demonstrate the positive participation that you seek by playing an active and visible role in GCC team building events and town halls.

Qualifications

- 5–8 years of relevant professional experience in impact investing, venture capital, private equity, private debt, management consulting, or related fields, with proven leadership in managing transactions.
- At least 1-3 years of team leadership and people management experience (ideally managing Associate level), with a demonstrated ability to build staff capacity in deal making through mentorship.
- Advanced degree in a relevant discipline (e.g. public health, international development, impact investing, finance or business, social entrepreneurship, etc.) or commensurate work experience.
- Demonstrated track record of leading investment due diligence and structuring deals across a range of instruments, including equity and debt.
- Strong financial and analytical acumen to assess financial models, evaluate valuations and ownership dynamics for equity investments, and analyze capital structures, repayment capacity, and risk exposure for debt investments.
- Experienced in structuring and executing early-stage investment instruments such as SAFEs, convertible notes, priced equity rounds, and revenue-based or subordinated debt, ideally within emerging markets or blended finance contexts.
- Demonstrated experience working with or supporting social enterprises and/or innovators in low- and middle-income countries.
- Strong analytical, strategic, and project management skills and the ability to extract meaning from complex information to make investment decisions and recommendations.
- Excellent interpersonal and communication skills, with the ability to present with confidence.
- Self-directed with an entrepreneurial approach to source, fund, and support innovators.
- Proven ability to manage competing priorities and deadlines without sacrificing wellbeing.
- Effective people management skills and commitment to teamwork.
- Commit to GCC's strategy of shifting power to those closest to the challenge.

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.

Permanent Full-Time Benefits

- Health and Dental provided by Sunlife Canada effective on start date.
- Enrollment in the Healthcare of Ontario (HOOPP) Defined-Benefit Pension Plan.
- Four (4) weeks of paid vacation per calendar year (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).
- Value-added discounts for fashion, personal services, home, food/drink, electronics, gifts, travel, auto, and wellness.
- International SOS (ISOS) travel safety and supports around the world.
- Bring-your-own-device (BYOD) cell phone allowance.
- Professional development and wellness allowance.
- New Temporary Work Relocation – work remotely for up to 90 days, almost anywhere in the world.

Temporary Full-Time 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 (program reviewed annually).
- Access to Employee Assistance Program (EAP).
- Value-added discounts for fashion, personal services, home, food/drink, electronics, gifts, travel, auto, and wellness.
- International SOS (ISOS) travel safety and supports around the world.
- Bring-your-own-device (BYOD) cell phone allowance.
- Professional development and wellness allowance.
- New Temporary Work Relocation – work remotely for up to 90 days, almost anywhere in the world.



Grand Challenges Canada®
Grands Défis Canada



Term

- Start date: TBD
- Status: Permanent, Full-Time AND Temporary, Full-time (1 year contract)

Application process

- Please submit your resume and cover letter [here](#).
- Please note we will be reviewing applications on a rolling basis.

POSTED DATE: December 16, 2025

CLOSING DATE: January 11, 2026