



Position Title	Director, Innovation and Impact	Type	Permanent, full time
Department	Impact	Salary	\$110,000-\$130,000
Reports to	Chief Impact Officer	Updated	May 2026

About the Children's Aid Foundation of Canada

Children's Aid Foundation of Canada is the only national foundation exclusively dedicated to addressing urgent needs and improving outcomes for children and youth involved in the child welfare system. Guided by a bold five-year strategic plan and Impact Framework and working alongside roughly 100 child- and youth serving organizations across the country, the Foundation is focused on driving meaningful, measurable change through outcomes-based partnerships, philanthropy, and systems-level influence.

Our work is grounded in four key areas of focus that are critical to long-term stability for children and youth in and from care: Education, Employment, Mental Health and Well-Being, and Strong Families and Lifelong Connections. Across these areas, we fund and deliver high-impact programs and collaborate with communities, service agencies, and young people on solutions that address the persistent challenges faced by children and youth engaged with the child welfare system.

As we implement our new 2025-2030 strategic plan, Children's Aid Foundation of Canada is entering a pivotal implementation phase, realigning its efforts and structuring its team to maximize measurable outcomes and national reach. Joining the Foundation means being part of a passionate, future-focused team driven by impact and a set of VOICE values. It's an opportunity to be part of a national movement committed to creating a better future for those too often left behind. Together, we are building a future where the children and youth have the strength and resilience to create a lifetime of their own unstoppable successes.

To learn more about us, [please visit our website](#).

To better understand our impact, please watch our '[Investing in the Future, Today](#)' video.

This posting is publicly available and open to all qualified applicants.

The Ideal Candidate

Are you a strategic and collaborative leader who can drive meaningful change for children and youth from care?

You bring the ability to turn ideas into action, balancing vision with execution while working across sectors to build strong partnerships and deliver measurable outcomes. You are comfortable navigating complexity and value diverse perspective, lived experience, evidence to inform your work.

You thrive in environments that require both innovation and discipline, and you are energized by building, learning, and improving over time. Above all, you are committed to equity, inclusion, and contributing to lasting, system-level impact.

Position Summary

Children's Aid Foundation of Canada has a strong track record of responding to the immediate needs of children and youth in and from care. With the launch of Generation Impact 2025–2030, the Foundation is building on this legacy to deepen its impact by continuing to respond to urgent needs while expanding

its focus to drive measurable, long-term outcomes. Anchored across four areas of focus: education, employment, mental health and wellbeing, and strong families and lifelong connections. This next chapter aims to strengthen these key pathways for children and youth from care, ensuring access to timely supports today while building the conditions required for long-term positive outcomes over time.

Reporting to the Chief Impact Officer, the **Director, Innovation and Impact** will lead the development and management of a venture portfolio, informed by young people and lived expert and working across organizations and systems spanning multiple sectors. The Director will be accountable for advancing a portfolio of investments that achieve intended outcomes, are partnership-based, and positioned to contribute to system-level change.

This is a unique opportunity to partner with anchor funders to build and steward a multi-million dollar portfolio of ventures focused on achieving outcomes for youth in care across education and employment pathways, while also advancing stronger, more stable family outcomes. The Director will focus on identifying and addressing critical service gaps, advancing alternative response models, and supporting the growth and performance of ventures over time. The Director will also mobilize relationships and new sources of capital, ensuring the long-term sustainability and growth of the venture portfolio.

The Director will work in close collaboration with internal teams, including Development, Communications and Public Affairs, to align venture strategy, funding, and partnerships in support of a high-performing portfolio. The Director will also contribute to building a culture of social innovation within the Foundation embedding disciplined, outcomes-driven approaches to testing, learning, and scaling impact. As an ambassador, the Director will help position Children's Aid Foundation of Canada as a leader in advancing outcomes-driven, evidence-informed approaches within the child welfare sector nationally.

Key Responsibilities

1. Venture Strategy & Portfolio Leadership

- Lead the strategic development and direction of the Foundation's venture stream, ensuring alignment to CAFC's strategic priorities
- Translate strategy into a focused portfolio of ventures with clear outcomes, investment priorities, and performance expectations
- Work closely with the Chief Impact Officer to shape and advance the development, performance, and evolution of the venture stream, aligning venture strategy with broader organizational priorities and ensuring effective governance
- Partner with fellow Directors to ensure alignment across the Foundation's four areas of focus, identifying opportunities for integration and shared impact across the Foundation's work
- Contribute to building a culture of disciplined, outcomes-driven innovation within the Foundation, grounded in testing, learning, and scaling what works

2. Venture Fund Growth & Investment

- Lead the execution and growth of the venture stream, including proactive outreach, ecosystem scanning, and discovery to build and manage a strong pipeline of opportunities that respond to the needs of youth in and from care
- Ensure the venture portfolio is shaped by the insights and guidance of young people and lived experience advisors, informing priorities and design

- Identify and engage partners, community organizations, and system actors aligned with priority outcomes
- Work with partners to develop, test, and refine ventures that deliver meaningful, measurable outcomes for youth in and from care
- Develop and advance investment recommendations, and support due diligence, structuring, and funding approaches in collaboration with internal teams and anchor funders
- Actively manage the venture portfolio, monitoring progress and making timely recommendations on scaling, adaptation, or exit based on outcomes and evidence
- Support the mobilization of capital by aligning ventures with funding opportunities and contributing to the development of compelling cases for support
- Work in partnership with Communications team to develop core assets and infrastructure for the venture fund (e.g., positioning, materials, digital presence) that support partner engagement, pipeline development, and capital mobilization

3. Performance, Reporting & Learning

- Ensure each venture has clear outcomes, success measures, and reporting expectations
- Monitor venture performance and progress against outcomes, using data and partner insights to inform decision-making
- Work with internal evaluation and research managers to integrate evidence and learning into portfolio management and strategy
- Support consistent, high-quality reporting on venture performance and outcomes for internal and external stakeholders, including funders
- Foster a culture of learning and continuous improvement across the portfolio, using evidence to inform scaling, adaptation, and investment decisions
- Share insights, results, and emerging learnings across internal teams to inform decision-making, strengthen alignment, and support continuous improvement across the Foundation's work
- Support the mobilization of insights and learning from the venture portfolio to external audiences to inform the field and strengthen practice
- Meet financial growth targets for the venture portfolio established within CAFC's annual business planning process

4. Partnerships & System Collaboration

- Build and manage strategic partnerships with organizations, community agencies, governments, and system actors to advance and scale ventures
- Work with partners to address critical service gaps and strengthen coordination across systems that impact youth in and from care
- Engage government partners early in the development of ventures to test, refine, and de-risk models, supporting pathways to sustained adoption and scale
- Identify and pursue opportunities to connect ventures with complementary initiatives and funding streams across the Foundation's work
- Collaborate with internal teams to ensure strong integration between venture partnerships, funding strategies, and broader organizational priorities
- Represent the Foundation in external forums and partnerships to advance shared outcomes and strengthen cross-sector collaboration

5. Team Leadership & Organizational Contribution

- Lead and support a team of Impact Managers and other staff as required, including hiring, coaching, and performance management

-
- Foster a high-performing, collaborative, and outcomes-driven team culture aligned with the Foundation's approach to innovation and impact
 - Oversee the effective allocation of resources across the venture portfolio, ensuring alignment with strategic priorities and performance goals
 - Collaborate closely with Director, Grantmaking and Impact, to advance impact across all areas of focus, ensuring alignment and integration across the Foundation's full investment portfolio
 - Contribute as a member of the Leadership Integration Team to support cross-functional alignment and coordinated execution across the Foundation
 - Contribute to organizational strategy and cross-team collaboration
 - Partner with Development to support fundraising efforts, including contributing to compelling cases for support grounded in venture performance, outcomes, and impact
 - Adapts to evolving priorities and contributes where needed to advance the Foundation's impact.

Essential Qualifications and Competencies

- Relevant experience, typically 7+ years of experience in social innovation, social impact measurement, program design and scaling or other similar transferable experience, preferably within the charitable or non-profit sector.
- Post-secondary education in relevant field and/or an equivalent combination of education and experience. A master's degree is preferred.
- Experience applying outcomes-based approaches, including developing and using performance measures, evaluation frameworks, or theories of change to inform decision-making
- Experience supporting the development, scaling, or management of initiatives, programs, or ventures is an asset
- Strong understanding of child welfare systems and experience working with children and youth in and from care or other vulnerable populations
- Understanding of the education and/or employment sectors is an asset, particularly in relation to pathways for youth in and from care
- Excellent strategic thinking, planning, and leadership skills, with the ability to translate strategy into execution
- Demonstrated ability to build and sustain effective partnerships and collaborations across sectors, organizations and systems
- Strong communication and influencing skills, including the ability to engage partners, funders, and diverse stakeholders
- Experience working in complex, cross-sector environments, with the ability to navigate ambiguity and drive progress
- Skilled at managing competing priorities and thriving in a dynamic, result-driven environment
- Proficiency working with MS Suite 365, communication tools (e.g. Teams, Zoom), designing tools (e.g. Canva)
- Committed to upholding the Foundations' VOICE values: Vital Learning & Innovation, Open Communication, Inclusion & Diversity, Care & Compassion, and Empowering Accountability.

Assets (non-essential)

- Lived experience with the child welfare system
- Working knowledge and experience in Grant Management Systems and Raiser's Edge
- Bilingual in English and French



Children's Aid Foundation of Canada as an Employer

Children's Aid Foundation of Canada acknowledges that the Foundation's main office is in Toronto, which is the traditional territory of many nations including the Mississauga's of the Credit, the Anishinaabeg, the Chippewa, the Haudenosaunee, and the Wendat peoples and is now home to many diverse First Nations, Inuit and Métis. The area now known as Toronto is covered by Treaty 13. Children's Aid Foundation of Canada is committed to supporting meaningful reconciliation between Indigenous peoples and others in these lands and across Canada.

WHY WORK WITH US

Children's Aid Foundation of Canada is proud to be a **recipient of the 2025 Non-Profit Employer of Choice (NEOC) Award**, recognizing our commitment to a values-driven, inclusive, and supportive workplace.

At the Foundation, we prioritize your well-being and professional fulfillment by offering:

- A 35-hour workweek to support work-life balance
- A hybrid model, with a mixed blend of remote work and 2-3 days in office (Toronto)
- The opportunity to make a meaningful impact on child welfare
- A generous compensation package, including: 4 weeks' vacation package, a comprehensive benefits (including medical, dental, life and disability) package, Employee Assistance Program, a Health Care Spending Account, Defined Pension Plan, and a competitive salary.
- A welcoming, supportive, and collaborative work culture that embraces the Foundation's **VOICE** values.

Our **VOICE** Values:

- **V**ital Learning & Innovation
- **O**pen Communication
- **I**nclusion & Diversity
- **C**are & Compassion
- **E**mpowering Accountability

HOW TO APPLY

To express interest for this exciting opportunity, please submit your resume and a cover letter in one single document, to careers@cafdn.org and include **"Director, Innovation and Impact"** in the subject line of your email by **Friday, May 29, 2026**. Applications will be reviewed as they are submitted. Early submissions are encouraged.

We thank all candidates for their interest in the work of Children's Aid Foundation of Canada. Only candidates selected for an interview will be contacted due to high applicant volumes. No telephone inquiries please.

WHAT TO EXPECT IN OUR INTERVIEW PROCESS

We value transparency and want to ensure you feel prepared and supported throughout our hiring process. Here is what you can expect:



Initial conversation: A 30-minute virtual conversation with one of our team members to discuss your interest in the role and the Foundation and how you can make an impact.

First interview: A 1-hour meeting (in-person or virtual) with the Hiring Manager and relevant team members. We will discuss your skills and how they align with the team's needs. We will also answer any questions you have about the role, our culture, and the impact we strive to make.

Second interview: A 1-hour in-person meeting with the Hiring Manager and different team members, depending on the role, it can be our CEO! This stage might involve a short pre- assigned presentation, a case study, or a discussion of role-specific scenarios. A brief behavioural assessment is completed in advance of this meeting.

USE OF ARTIFICIAL INTELLIGENCE AND TECHNOLOGY

The Foundation does **not** use artificial intelligence (AI) systems to screen, assess, select applications or inform hiring decisions. All applications are reviewed and evaluated by our human HR and hiring team, and no part of the hiring decision-making uses AI tools.

COMMITMENT TO EQUITABLE RECRUITMENT

The Foundation provides equal employment opportunities to employees regardless of their gender, race, religion, age, disability, sexual orientation, or marital status. We welcome and strongly encourage applications from equity seeking groups, including members of communities that are overrepresented in the child welfare system. We offer a family-friendly environment that allows for flexible work arrangements in order to support staff diversity and ensure a healthy work-life balance.

The Foundation is committed to the principles of the Accessibility for Ontarians with Disabilities Act (AODA). As such, we strive to make our recruitment process as accessible as possible and provide accommodation as required for applicants with disabilities. If you require any accommodations at any stage of the recruitment process, please contact careers@cafdn.org

We look forward to getting to know you and sharing what makes the Foundation such a meaningful and inspiring place to work