



Senior Consultant

Job Type: Permanent, Full Time

Position Title: Senior Consultant

Location of Work: Toronto

Salary: Level 3 (\$76,303 - \$114,455)

Website: <https://capitalizeforkids.org>

To Apply: Please send your resume and any other supplementary material you think we should see (supplementary material not required)

Email resume to: consultantopportunity@capitalizeforkids.com

Deadline to Apply: July 31, 2025

ABOUT YOU

You're not satisfied with the status quo, you want to do more with your talent, and you want to have an impact on others and be passionate about your work.

You work hard, you know how to have fun, and you want to be a part of a team that are doing things differently, where innovation and insight matters.

ABOUT CAPITALIZE FOR KIDS

The Problem: The publicly funded child and youth mental health system is hardly a system. Our fragmented network of overworked professionals is tangled in red tape and outdated systems, leading to crippling wait times. With limited affordable private care options, most families have nowhere else to turn. This is where we step in.

Capitalize for Kids is a national charity and recognized thought leader driving transformational innovation across Canada's child and youth mental health system. Since 2013, the organization has raised over \$21 million and supported more than 75 community mental health service providers, helping build capacity, increase access, reduce wait times, implement new technologies and innovations, and reach over 1 million young people and their families. As Canada's top team of expert management consultants tackling complex problems in the sector, Capitalize for Kids partners with community mental health agencies to develop, implement, and fund scalable, long-lasting solutions so mental health professionals can focus on what matters most— the kids.

Our Solution: We provide pro bono consulting services through our in-house team of expert consultants to help community child and youth mental health service providers improve operational efficiency, technology enablement, implement new innovations, and ultimately increase access to care. On select projects, we are supported by leading consulting firms including Accenture, Boston Consulting Group, Botsford Associates, Carly Rian Group, McKinsey, MNP, Pemeco Consulting, RBC, Sia Partners, and StrategyCorp. Our partners have included organizations such as Kids Help Phone, Strides Toronto, The George Hull Centre for Children and Families, EveryMind, Yorktown Family Services, and many more across Canada. We work directly with individual agencies and lead system-level initiatives to create scalable solutions that elevate the entire sector.



Demand for our work continues to grow—and we're looking to expand our team to meet it. That's where you come in.

JOB DESCRIPTION

Capitalize for Kids is looking for a talented Senior Consultant with management consulting work experience, ideally in the health care sector. Candidates should have experience generating business insights and be driven to take action to enhance operational effectiveness at child and youth mental health provider partners. The successful applicant will work across internal business functions and external client projects. The senior consultant will be tasked with developing and implementing new operational improvement solutions for kids' mental health service providers across Canada.

Every member of the Capitalize for Kids team carries an interdisciplinary workload and wears many hats each day. The senior consultant will be responsible for leading and supporting across every component of our Capitalize for Kids Impact Consulting program, inclusive of identifying project opportunities, leading work streams of projects, designing solutions, implementation, and ongoing reporting and knowledge dissemination.

It is expected that the senior consultant will be able to build relationships with kids' mental health service providers, consulting partners, and other audiences across Canada. They are also expected to play a contributing role in strengthening the reputation of Capitalize for Kids' work and growing our presence within the mental health community. Click the following link to learn more about C4K's Impact Consulting program: [C4K Impact Report](#).

RESPONSIBILITIES

1.Management Consulting Project Execution

- Analyzes complex data sets and systems to support strategic recommendations and opportunities for process improvement
- Provides input into team driven solutions for addressing gaps within service and/or administrative processes to increase efficiencies.
- Develops, coordinates and conducts the exploration of solutions to leverage opportunities for capacity enhancement including but not limited to cost reductions.
- Conducts qualitative and quantitative mental health sector research using tools such as surveys, interviews, workshops and third-party data to enhance the understanding of market trends and best practices.

2.Project Coordination & Client Engagement

- Coordinates tracking project progress, deliverables and deadlines. Raises concerns with timelines, project progress or other elements as they arise
- Coordinates and conducts the development of project documentation, client presentations, and reports.
- Supports client project meetings, engaging with clients to understand the challenges they are facing and to support the client experience and project outcome.



- Supports more senior colleagues, providing guidance and thought leadership with responsibility to lead specific project workstreams of a project.

3. Project/Business Development

- Supports project development, including proposal writing (leading some components) when needed, and identifies potential for new opportunities.
- Builds and nurtures relationships with existing clients, identifying new opportunities for future engagements.

QUALIFICATIONS AND SKILLS

- University degree in STEM, psychology, business/commerce, or another related field.
- Master's degree such as MBA, MPH, MSc, MSW are an asset.
- Minimum 3 years of experience in management consulting with a focus on the health care industry or experience in strategy and operations.
- Proficient with the Windows operating system Microsoft suite, Excel, PowerPoint, and Adobe Suite, and an aptitude for learning organizational software.
- Strong research skills for sourcing information on best practices, trends as well as gap analysis mitigation techniques.
- Ability to convey messages clearly both verbally and in written correspondence to internal team members and clients.
- Experience interacting and connecting with persons of various social, cultural, or economic backgrounds; at ease with a variety of audiences.
- Works within established guidelines and work practices. Has the ability to set priorities and work within strict deadlines is required. Defers to manager, when required.
- Attention to detail is critical. Errors in judgement or mistakes could result in additional work for team members.
- Judgement to work with a variety of audiences, an ability to be agile and learn quickly.
- Ability to work on multiple projects at the same time, including working towards deadlines while maintaining work quality.

WHAT IT'S LIKE WORKING AT CAPITALIZE FOR KIDS

Our People

Capitalize for Kids invests in top talent individuals who are motivated to drive meaningful impact. We're very proud to employ a dynamic team with accomplished and unique professional and academic backgrounds who love working, learning, and laughing together every day. The successful candidate will have the opportunity to work with professionals who joined Capitalize for Kids from consulting, financial services, technology, business development, event management, non-profit, and academia experiences. Each team member brings a valuable perspective to the table and has been an enabler of Capitalize for Kids' growth to date. Meet the team by checking out our website through [this link](#).



Our Office

Our office is located at 1 St Clair Ave. West, Suite 300 (at Yonge and St. Clair). We work in an open concept office that is ideal for team collaboration and camaraderie. We operate at our physical location on a hybrid basis.

A Day in the Life

It's cliché, but incredibly true – no two days are alike. By the nature of the work we do, our days vary dramatically depending on the projects we're working on and where in the process we are. Project planning, process mapping, facilitating workshops, developing work product, conducting business intelligence and analytics, and implementing projects across advisory and technical engagements could be the order of the day. You are always at the ready to analyze data, processes, and technologies, contributing to understanding current state and tackling critical problems for both internal business functions and external beneficiary projects. Your expertise will be used to research and make recommendations about processes, training, equipment, and technology to improve operations. Create automated data reports to inform our business, including documentation, toolkits, and create FAQ guides where appropriate. Some weeks we'll be heavily focused on identifying capacity opportunities with a beneficiary in their office, while other weeks we'll be working closely with a pro bono consulting partner designing solutions. Other days are spent with our headphones plugged in, cramming through data analysis and sector research. If you're someone who loves variability in your work and enjoys solving tough problems, then Capitalize for Kids is the perfect fit.

Thank you for your interest in Capitalize for Kids! We look forward to reviewing your application.