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Toronto, ON M4V 1K6

JOB POSTING: Impact Consultant

*Please note applicants will only be accepted through direct submission via the email address provided below. Applications submitted through alternative platforms will not be considered. **Please see the Application Requirements and Overview section for more details.***

Are you an insights-driven professional who thrives on developing operational solutions that create measurable impact across partner organizations and communities? Capitalize for Kids (C4K) is looking for a talented Impact 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 Impact 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 Impact Consultant will be responsible for working 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 Impact 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. View the following link to learn more about C4K's Impact Consulting program: www.capitalizeforkids.org/impactreport

THE OPPORTUNITY

Reporting to the Senior Manager, Impact, the Impact Consultant is a key support role for project insights, solution design, and client engagement.

This role supports strategic insights, operational analysis, and clear reporting across internal business functions and external client projects to enhance operational effectiveness at mental health provider partners. The Impact Consultant will work closely with colleagues across the C4K Impact Consulting program to design and implement these solutions over time.

This role is well suited to a systems-minded professional who enjoys taking ownership of the data, insights, and processes that support operational effectiveness. The Impact Consultant will serve as a key contributor across every stage of the client engagement, and will work with the Manager, consulting partners, and mental health service providers to give internal and external stakeholders a clear, accurate view of project progress and outcomes.

ABOUT CAPITALIZE FOR KIDS

Capitalize for Kids is a national charity dedicated to making the community child and youth mental health

system work better for kids and families, so more children and youth can access urgent and expert mental health care.

Right now, 1.2 million children and youth in Canada are experiencing a serious mental health concern, yet less than 20% can access the support they need. Community child and youth mental health agencies are underfunded, fragmented, and struggling to keep up with demand. C4K exists to help change that.

Fuelled by philanthropy, Capitalize for Kids is the only charity in Canada providing free consulting services and financial support to community child and youth mental health agencies through our Impact Team. By solving complex problems with our partners and sharing what works, we scale solutions across the sector so more kids can thrive.

Our work focuses on four key areas:

- **Making Care Possible:** Removing barriers and improving efficiencies to help agency partners serve more kids and families.
- **Improving Care with Data:** Supporting agencies to harness the power of data, implement digital tools that track progress, provide insights, and improve outcomes for kids.
- **Opening Doors to Care:** Addressing fragmentation by helping regions build coordinated access systems so children, youth, and families can find the help they need faster.
- **Reimagining Care:** Co-designing and launching new models of care to keep pace with the evolving needs of young people.

KEY DUTIES AND RESPONSIBILITIES

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.

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.

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.

REQUIRED EXPERIENCE & COMPETENCIES

- Proficient with the Windows operating system Microsoft suite, Excel, PowerPoint, and Adobe Suite, and an aptitude for learning organizational software.
- Proficient with AI tool sets and integration into workflows.
- 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.

EDUCATION & EQUIVALENT EXPERIENCE

- University degree in STEM, psychology, business/commerce, or another related field.
- Master's degree such as MBA, MPH, MSc, MSW are an asset.
- 1+ years of experience in management consulting with a focus on the health care industry or experience in strategy and operations is an asset.

WORK ENVIRONMENT AND REQUIREMENTS

- Capitalize for Kids provides a hybrid work environment. This position is primarily office-based 2 days per week, with occasional onsite presence at major events and donor meetings, including some evenings and weekends as needed.
- Comfort working in a growth-oriented organization where systems and processes continue to evolve is important.

FOR MORE INFORMATION`

Interested candidates should submit their resume and optionally can provide supplementary materials that display experience and education (e.g. Cover letter, portfolio, etc.).

To APPLY please email consultantopportunity@capitalizeforkids.com with the appropriate attachments by **end of day Friday, August 7th, 2026, with the subject line "JOB POSTING: Impact Consulting"**.

Application Requirements and Overview:

- Applicants will only be accepted through direct submission via the provided email address.
- Applications submitted through alternative means will not be considered.
- Applicants must be legally entitled to work in Canada at the time of hire.
- Applicants must be currently located, or willing to relocate, to Toronto or GTA at their own expense.
- Applicants must be comfortable commuting to the Capitalize for Kids office located in Toronto for a hybrid schedule of 2 days per week.
- Due to the high volume of applicants, we will be unable to provide a progress update letter to candidates. We apologize for this and appreciate your understanding.

Capitalize for Kids welcomes and encourages applications from all qualified individuals including, but not

limited to women, Indigenous persons, racialized persons, persons with disabilities and persons of all sexual orientations and/or gender identities.

Capitalize for Kids is an equal opportunity employer and is committed to an inclusive, barrier-free recruitment and selection process. Accommodations are available on request for candidates taking part in all aspects of the interview process.

Compensation and Benefits:

This role offers a salary range of \$66,280 to \$82,850 per year, commensurate with experience, with a comprehensive benefits package.