



Nourish

Director, Innovation & System Transformation

Location: Virtual, remote

Starting date: Summer 2024

Position type: Full time, permanent

Experience level: Mid-level (minimum 4-5 years in an innovation or system transformation role)

Compensation: Annual salary \$80,000-\$100,000, commensurate with experience. Compensation also includes a generous benefits package (Health benefits, Group RRSP (4% employee contribution matched by employer), three weeks' vacation to start plus office closures for one week over winter holidays and Friday afternoons during the summer.

About Nourish Leadership

Nourish envisions a future in which the full potential of food as medicine is honoured and realized in Canadian health and food systems. We equip, connect, and lift leaders, both inside and outside the walls of health care, to make food a cornerstone of the transition towards a preventative, equitable and sustainable health system. Nourish's core programs support health care leadership cohorts, planetary health menus, Indigenous foodways and policy innovation.

Find out more at nourishleadership.ca.

The Role:

The Innovation & Systems Transformation Director will be a dedicated and dynamic member of the Nourish team. The Director will play a pivotal role in the direction and delivery of the [Nourish Anchor Cohort program](#), tasked with ensuring seamless day-to-day operations and fostering a culture of generative collaboration across the network of teams in the Cohort, contractors, and Nourish staff. The role presents an exciting opportunity to drive meaningful change and innovation around food within the



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healthcare sector by leveraging strategic leadership, effective coordination, and collaborative engagement.

Key Responsibilities:

Strategic Planning and Program Development:

- Develop and implement innovation program strategies to advance organizational goals and objectives, collaborating with partners and staying abreast of trends.
- Lead the design, development, and implementation of innovation programming, focused on the Nourish Anchor Cohort, ensuring alignment with organizational priorities, objectives, and stakeholder needs.
- Design and deliver virtual events and in-person convenings to advance the work.
- Synthesize diverse systems change frameworks to incubate leadership that scales innovation in health care to support and coach multi-stakeholder, cross-system teams to translate ideas into practical solutions and action them with the potential to achieve scalable impact.
- Coordinate and oversee external consultants that contribute to program design and implementation, by: identifying leading systems thinkers, scoping the work, developing and negotiating contracts, and overseeing the successful execution of deliverables

Team Leadership and Business Development

- Support the recruitment, training, and supervision of program staff, ensuring a culturally competent and inclusive work environment.
- Foster a culture of innovation within the program team, encouraging creative thinking and problem-solving.
- Identify cutting-edge solutions, technologies, methodologies, and strategic program development opportunities to enhance program effectiveness, revenue generation, and fundraising.
- Support the development of grant proposals to secure financial support for programs and funder stewardship activities.



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Program Evaluation and Reporting

- Contribute to establishing monitoring and evaluation frameworks to assess the impact and effectiveness of programs and projects.
- Use data-driven and strategic learning insights to adapt and enhance programs as needed.
- Prepare and present regular reports on the progress and impact of innovation programming to organizational leadership, funders, and other stakeholders.

Policy Innovation and Representation

- Collaborate with other Directors to advance policy innovation by developing program-related policy briefs and initiatives at local, provincial/territorial, and national levels.
- Represent Nourish at external events, for instance by giving presentations, participating in panel discussions, exhibiting at conferences, and/or networking.

Qualifications, Skills, and Competencies

- Bachelor's degree or advanced degree in a relevant field - many considered (e.g. health sciences, quality improvement, policy and/or public administration, or systems design).
- Demonstrated experience in program design, development, and management, with a focus on building system capacities for innovation, creativity, and transformation.
- Strong communication and interpersonal skills, with the ability to work effectively with diverse groups and teams.
- Bilingualism in French and English is an asset.
- Experience in managing budgets and resources efficiently.
- Knowledge of sector best practices and emerging trends.
- Experience with innovation methods, tools, and frameworks and how these can be applied to challenges in the health and food sectors.
- Familiarity with grant writing and fundraising.



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- Proficiency in project management tools and virtual work platforms such as Asana, Google Workspace, Microsoft Suite, Hubspot, Miro, Zoom, and Slack.
- Ability to work from a remote home office that is conducive to focus and minimizes ongoing disruptions.
- Willingness to travel and work flexible hours as needed.

How to Apply:

Please submit a cover letter with your resume outlining why you meet the qualifications and where you found this job posting to our recruitment partner, Business Sherpa Group at **careers@businesssherpagroup.com**

Nourish Leadership is an equal opportunity employer, and we are committed to creating an inclusive environment for all employees. We welcome applications from Indigenous people, racialized people, people with disabilities, people from gender and sexually diverse communities, and/or people with intersectional identities.

We provide accommodation and support to persons with disabilities throughout the recruitment and selection process. Please let us know if you require any special accommodation or support when applying.

Please submit your application by June 19, 2024.