

## **CAPITALIZE FOR KIDS: DIRECTOR OF CONSULTING**

**Location of Work:** Toronto  
**Salary:** Very competitive in the NFP space – based on experience  
**Website:** <https://www.capitalizeforkids.org/>  
**Contact:** Quentin Broad – [quentin@capitalizeforkids.com](mailto:quentin@capitalizeforkids.com)  
**To Apply:** Send your resume and a cover letter on how you will create a meaningful impact and why you feel that transitioning into our organization at this time, makes sense for your career

### **ABOUT YOU**

You have very likely climbed the ladder and have concluded that there must be more, much more. Co-creating solutions, with management teams, to fundamental business challenges is something that gets you up every morning. Managing and motivating a team to help you facilitate business change has been your calling card BUT working in the **for-profit** world has left you wanting something different. You're not satisfied with the status quo; you want to do more with your talent by creating positive impact and change for your community. You are passionate about your work, you work hard but know how to have fun when the time is right, and you want to lead a team that is doing things differently, through data, innovation and insight. While you love giving back through volunteer activities you know there must be a way to do more! Getting more deeply involved by utilizing your intellectual capital to help more kids get the mental health care they need, when and where they need it is a better use of your skill set. Of course, compensation is important, but you are in a financial position to look at opportunities that are your passion and not just a paycheck. Capitalize for Kids is the place to make this aspiration a reality.

### **ABOUT CAPITALIZE FOR KIDS**

#### **WHY WE EXIST:**

Reduced stigma and increased information about mental health has been a benefit to affected individuals and families and the community at large but has resulted in more people seeking help. The increasing complexity of the system and children in need of service are pushing many community mental healthcare providers to a breaking point. Waitlists are too long for kids to access the mental health services they need, and funding from government, private donors and corporate partners has remained stagnant. This has left mental health service providers struggling to keep up with the increased demand in their communities.

#### **OUR SOLUTION:**

Capitalize for Kids exists to build capacity for mental health service providers. We work with great organizations such as Kids Help Phone, The George Hull Centre for Children and Families, Yorktown Family Services, EveryMind, Ontario's Lead Agency Consortium, Centre Francophone, Children's Aid Society of Toronto and many more. We engage with these management teams to help more kids, in their communities, get access to care within the existing funding and resources available to them.

## OUR PROCESS:

We engage with mental health service providers to identify opportunities to build more capacity. We then work collaboratively with management to design solutions to those capacity building opportunities. When greater “wingspan” is required, we can call upon our consulting partners from Bain, The Boston Consulting Group (BCG), McKinsey, RBC, Sia Partners, MNP and Deloitte to supercharge the process alongside us. Once a solution has been designed, we fund and support implementation. Upon project completion, we continue to work with our beneficiaries to use data to measure outcomes and ensure the solutions continue to perform.

We then create and disseminate comprehensive guides to our solutions, supported by evidence of impact, enabling mental health service providers across Canada to have the tools/knowledge to evolve what they do and how they work.

## JOB DESCRIPTION

Capitalize for Kids is looking for a talented Director of Consulting who can lead the C4K consulting team on multiple projects. Reporting to the Managing Director, and with a target of five consultants deployed to support our impact model, you are responsible for managing a small but mighty team that works with kids’ mental health organizations across the country. In addition to the team at C4K, we have the privilege of accessing pro-bono consulting teams and are responsible for managing the time and focus for these partners. You will be the primary chair on multiple projects, providing project management and stakeholder engagement, while also “digging-in” with management and your partners to deliver a game plan for change, including the change management process and implementation. We measure our results and benchmark our success against the memorandums of understanding that we sign with our beneficiaries.

The Director will play a critical role across our diverse project portfolio to ensure solutions are data and evidence informed. You will work directly with multiple mental health agencies across their executive management teams and with consulting firms simultaneously. The Director will be expected to strengthen relationships to ensure projects are driven to a successful outcome. In addition to work on current projects, the Director will source and support the identification of new opportunities to build capacity in kids’ mental health (including sourcing pro-bono partners) and work to create scalable solutions that can be delivered across Canada. Of course, while you have vision, insight and managerial expertise, given we are a small entrepreneurial team, you are also very willing to roll up your sleeves, chase down the data requirements, do the analysis and create the deliverables. No job is too big or too small. Beyond the impact, you will also play a key role in supporting events/fundraising/breakfasts, promoting C4K across our key stakeholders.

## PRIMARY RESPONSIBILITIES

As part of the management group at C4K, you will lead a high-quality consulting team to deliver the impact mandate on behalf of this charitable organization.

- Engage executive management teams at leading kids' mental health providers across Canada
- Become a thought leader when it comes to capacity building in the kids' mental health vertical supported by a strong understanding of the mental health landscape and Capitalize for Kids' role in the sector
- Lead and work closely with pro-bono partners to execute shared project requirements
- Lead stakeholder focus groups, interviews, and workshops to gather qualitative data and insight
- Lead research, collection, analysis and interpretation of quantitative and qualitative data for the purpose of proposing and designing capacity building solutions for mental health service providers
- Oversee data modelling as necessary based on the needs of the project (cost benefit analysis, financial projections, impact projections, etc...)
- Map current state processes and design future workflows based on the needs of the project
- Support the Consulting team with ad-hoc tasks as necessary
- Promote C4K and our solutions
- Contribute to other Capitalize for Kids initiatives such as the breakfast learning sessions, Investors Conference and Bay Street Games

## QUALIFICATION AND SKILLS

- Passion for social impact
- 10+ years of management consulting experience, knowledge of healthcare will be an advantage
- Proven ability to coach, manage and lead small consulting teams and external partners
- Proven ability to distill complex challenges down to root issues and manageable projects
- Proven ability to facilitate group discussions and build credibility with new clients quickly
- Proficient in Excel with proven ability to analyze data
- Proficient in PowerPoint with proven ability to deliver structured and compelling presentations
- Strong communication skills across all mediums
- Proven ability to build relationships with key stakeholders
- Ability to take ownership of work and be accountable to achieve results
- Ability to work in a fast pace, start-up environment that is constantly changing

## **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 120 Adelaide St. E. just steps away from the Financial District. We work in an open concept office that is overlooking St. James Park and is ideal for team collaboration and camaraderie.

### **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. 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.**