

Job Title

Director, System Transformation & Strategy Realization

Location: Toronto or Ottawa (hybrid)

Position Type: Permanent, full-time

Salary Range: \$122,000 - \$167,500

About Innovative Medicines (IMC)

Innovative Medicines Canada has an exciting opportunity that combines strategic planning with health system transformation. If you're ready to translate bold vision into lasting impact, this is your chance.

This isn't just a job—it's a chance to make a real impact on the lives of Canadians.

As the voice of Canada's innovative pharmaceutical industry, Innovative Medicines Canada is shaping the future of healthcare—advocating for better access to life-saving treatments and advancing innovation in the life sciences sector.

Join a team that values collaboration, passion, and purpose. Here, your work helps break down barriers, influence policy, and improve patient outcomes, ensuring Canadians have timely and equitable access to the treatments they need, when they need them.

Position Profile

The Director ensures IMC's strategy is translated into measurable outcomes that provide real benefit to members, patients, and health systems. This hybrid role integrates:

- System transformation (50%): designing and advancing policy frameworks with health system partners to integrate pharmaceutical innovation into sustainable care models and patient support approaches.
- Strategy realization (50%): overseeing the development, engagement, approval, execution, operations, and evaluation of IMC's strategic plan.

The Director reports to the Vice President of Strategy, System Transformation, and Research. The role works closely with the Executive Director of Strategy and Research, supports the Leadership Team, and supports governance, conference, and member engagement sessions.

Key Responsibilities

System Transformation

- Scan and interpret trends in health system transformation across Canada and internationally.

- Align system partners through convening and consensus-building, leveraging IMC's operational and policy platforms to bring together member companies, clinicians, patient organizations, and government agencies around shared transformation goals.
- Support the design and advance actionable frameworks that integrate pharmaceutical and biotechnological innovations into sustainable models of care.
- Foster collaborative transformation pathways with provinces, health system managers, and provider networks to demonstrate new models of integrated access, such as outcomes-based agreements, risk-sharing arrangements, and multidisciplinary patient-support approaches.
- Co-develop and test demonstration projects or pilots that show measurable system benefit, such as reduced wait times, better care coordination, or improved adherence outcomes tied to innovative medicines.
- Track and report transformation outcomes, producing clear metrics and case studies that demonstrate IMC's leadership in shaping sustainable, innovation-friendly health systems.

Strategy Realization

- Lead the execution of IMC's strategy, ensuring the organization's strategic plan is fully operationalized, measurable, and responsive to member priorities and system dynamics.
- Assist to establish and manage robust performance systems, including dashboards, scorecards, and milestone tracking, to ensure accountability and transparency in delivering strategic commitments.
- Embed strategic coherence into decision-making, ensuring that emerging initiatives, partnerships, and communications consistently reinforce IMC's long-term direction and values.
- Support an outcomes-based culture, linking each strategic initiative to explicit benefit-realization metrics, performance indicators, and system-level impact.
- Support evidence-informed governance, providing the Leadership Team, Executive Committee, and Board with timely data and insight to guide resource allocation and risk management.
- Ensure alignment with external stakeholders, coordinating IMC's strategic cycles with member companies, policy agencies, and system partners to maintain relevance and momentum.
- Continuously refine IMC's strategy realization discipline, embedding lessons from past cycles and external partnerships to enhance coherence, agility, and credibility.
- Act as the guardian of strategic coherence, promoting disciplined execution, consistency of messaging, and a "One-IMC" approach across all activities, engagements, and deliverables.

Experience & Skills

- Graduate degree (e.g. public policy, health sciences, business) required.
- 7-10+ years of progressively senior experience in strategic planning, health policy, or system transformation.
- Demonstrated track record of leading full-cycle planning processes and managing organizational performance metrics.
- Experience advising or collaborating with governments, health systems, and industry stakeholders.
- Understanding of patient access challenges, patient support programs, and integration pathways.
- Strong analytical, facilitation, and policy design skills.
- Excellent writing and oral communication abilities, including preparation of reports for executive and board audiences.
- Bilingualism (English/French) is an asset.
- Willingness to travel within Canada as required.

Leadership Competencies

- Strategic thinking: able to see the big picture, set priorities, and align organizational resources.
- Change leadership: guides complex transformation efforts across multiple stakeholders.
- Results orientation: focuses on measurable outcomes and accountability.
- Decision-making: makes timely, evidence-informed recommendations.
- Collaboration: works effectively across teams and organizations to achieve shared objectives.

Communications & Relationship Building

- Builds trust and credibility with senior health system leaders, member companies, governments, and patients.
- Convenes and facilitates multi-stakeholder discussions to develop consensus-based solutions.
- Communicates IMC's priorities with clarity and persuasiveness to internal and external audiences.
- Represents IMC credibly at conferences, consultations, and policy forums. Maintains transparent and timely communications with the Leadership Team and Board.

Equity, Diversity & Inclusion

IMC is committed to diversity, equity, inclusion, and accessibility. We encourage applications from underrepresented groups including Indigenous peoples, visible minorities, persons with disabilities, and persons of all gender identities and sexual orientations.