



Job Title

Senior Director, Policy

Location: Toronto or Ottawa (hybrid)

Position Type: Permanent, full-time

Salary Range : \$150,000 - \$200,000

Candidates are asked to send their CVs to cvs@imc-mnc.ca.

About Innovative Medicines Canada (IMC)

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

Innovative Medicines Canada (IMC) is seeking an experienced and strategic policy leader to serve as **Senior Director, Policy**. This role drives the development and execution of market access policy that advances the value of innovation, strengthens patient access, and supports investment across Canada's life sciences sector.

Reporting to the Vice President, Market Access Policy, the Senior Director is an accomplished pharmaceutical policy expert with a proven record of designing ambitious policy programs, leading complex analytical work, and managing multi-stream policy initiatives.

Working closely with colleagues across IMC, this individual develops evidence-informed policy and market access approaches that reflect a patient-first perspective and integrate with IMC's broader policy, research, and trade agenda.

A collaborative and trusted partner, the Senior Director engages with members, health system stakeholders, researchers, and international peers to advance solutions to access challenges including time-to-access, the value of medicines, ROI, cost-benefit analysis, and the broader impact of public policy. The role also works directly with pricing and reimbursement partners to improve procedures and accelerate access for Canadian patients.

Success in this role requires a determined, strategic thinker who understands diverse stakeholder perspectives, builds consensus, and advances IMC's strategic objectives with credibility and influence.

RESPONSIBILITIES AND TASKS

Research and Analysis

- Monitor and communicate policy and market access developments to identify challenges, opportunities, and implications for the life sciences sector.
- Conduct external research and analysis on market trends, competitive intelligence, payer insights, and health system dynamics to inform strategy.
- Manage complex research projects with external consultants and vendors, ensuring rigor, credibility, and alignment with IMC's strategic objectives.

Policy Development and Implementation

- Synthesize complex provincial, federal, and international policy information into clear, actionable insights for members and stakeholders.
- Ensure policy positions, issue papers, and backgrounders are supported with objective, high-quality evidence to inform constructive public dialogue.
- Collaborate with internal teams and engage external partners—including payers, governments, and health system organizations—to influence policy and secure market access.
- Engage academic institutions, think tanks, and research bodies on access-related studies and policy initiatives.
- Support the execution of IMC's policy strategy, aligning with member priorities and broader health system goals.
- Participate in committees, advisory groups, and multi-sector discussions to advance industry perspectives and foster collaborative solutions.

Pricing and Reimbursement

- Support the Vice President, Market Access Policy in engaging with Canada's pricing and reimbursement systems to optimize processes and accelerate patient access.
- Provide expert analysis on reimbursement and access issues, including private insurance, public formulary listings, and market access pathways.

Leadership Responsibilities

While this role does not initially include direct staff management, the Senior Director leads internal and external analytical resources, project managers, and consultants to advance shared objectives. Depending on experience and organizational needs, people management responsibilities may be incorporated in the future.

The Senior Director also provides strategic guidance to IMC members on policy developments and market access considerations.

Skills and Qualifications

Education

- Graduate degree in public policy, health sciences, life sciences, public health, or a related field.
- Ph.D. in a health-policy-related discipline (health policy, economics, epidemiology, pharmacy, medical sciences, etc.) or a master's degree combined with significant industry experience is preferred.

Experience

- Minimum 10 years of progressive experience in the pharmaceutical industry or related sectors (consulting, think tank, trade association, government, HTA body, or relevant non-profit).
- Demonstrated expertise in pharmaceutical market access, public and private drug policy, and Canadian healthcare systems.
- Experience preparing industry submissions or re-analyzing agency assessments (HTA, budget impact, payer submissions) an asset.
- Proven leadership within matrixed environments and peer-to-peer structures.
- Experience developing and communicating research and policy strategies, and leading multi-stakeholder projects with defined deliverables.

Skills

- Strong leadership and ability to influence decisions across teams and stakeholders.
- Exceptional planning and project management skills under tight timelines.
- High scientific rigor and proficiency in primary research.
- Ability to manage consultants and research teams effectively.
- Strong analytical and strategic problem-solving capabilities.
- Creativity in approaching complex research and policy challenges.
- Excellent communication, presentation, and thought leadership skills.
- High level of diplomacy, judgement, and political acuity.
- Proven ability to navigate complex, cross-functional relationships.
- Ability to convey technical information clearly to diverse audiences.
- Deep knowledge of key market access frameworks, including PMPRB, HTA, private insurance, public formulary dynamics, and federal/provincial drug policy.
- Bilingualism (English/French) is an asset.

Travel: Overnight travel required 6–12 times per year.

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.