

Job Title: Senior Director, Policy

Position Type: Permanent, full-time, hybrid, Ottawa or Toronto

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.

Innovative Medicines Canada (IMC) is the voice of Canada's innovative pharmaceutical industry, representing over 40 member companies. We advocate for policies that support the discovery, development, and delivery of innovative medicines and vaccines to improve the health and well-being of all Canadians. IMC's members contribute \$25 billion to Canada's economy, support nearly 150,000 high-quality jobs across the country, and invest \$3.5 billion in research and development.

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.

Your Impact at IMC

As Senior Director, Policy, reporting to the Vice President, Market Access Policy, you will play a key role in shaping and advancing IMC's market access and policy agenda. You will lead the development and execution of evidence-based policy strategies that strengthen patient access to innovative medicines, advance the value of innovation, and support investment across Canada's life sciences sector.

Bringing deep expertise in pharmaceutical policy, you will design and lead complex policy initiatives, translate rigorous research into actionable insights, and engage with a broad range of stakeholders—including members, health system partners, researchers, and international peers—to advance solutions to key access challenges such as time-to-access, the value of medicines, ROI, and the broader impact of public policy. You will also work closely with pricing and reimbursement partners to improve processes and help accelerate access for Canadian patients.

Working at the intersection of research, policy, and stakeholder engagement, you will influence decision-making, shape national dialogue, and drive meaningful progress across Canada's life sciences ecosystem. This is a high-impact role for a strategic and collaborative leader who can navigate complexity and advance solutions that improve health outcomes for Canadians.

What You Will Own



Policy strategy and thought leadership: Lead the development and execution of market access policy initiatives that advance innovation, improve patient access, and support a sustainable life sciences ecosystem in Canada.

Research and analytical excellence: Oversee and conduct in-depth research on market access, health system trends, and policy developments, generating evidence-based insights to inform IMC's positions and strategic priorities.

Complex policy development: Translate federal, provincial, and international policy landscapes into clear, actionable recommendations, ensuring IMC's policy work is credible, relevant, and impactful.

Stakeholder engagement and influence: Build and maintain strong relationships with members, governments, payers, researchers, and health system stakeholders to advance policy solutions and influence decision-making.

Market access and reimbursement expertise: Provide strategic analysis and guidance on pricing and reimbursement frameworks to support timely and equitable access to medicines.

Project and resource leadership: Lead multi-stream policy projects and manage external consultants and research partners, ensuring high-quality outputs, timely delivery, and alignment with IMC priorities.

Cross-functional collaboration: Work closely with internal teams to align policy, research, and advocacy efforts, contributing to a cohesive and integrated organizational strategy.

External representation: Represent IMC in committees, advisory groups, and multi-stakeholder forums, contributing expertise and fostering collaborative solutions across the ecosystem.

What You Will Bring

- Graduate degree in public policy, health sciences, life sciences, public health, or a related field (PhD or equivalent experience is a strong asset)
- 10+ years of experience in the pharmaceutical sector or related environments (e.g., consulting, government, HTA body, non-profit, or industry associations)
- Deep expertise in pharmaceutical market access and Canadian healthcare systems, including public and private drug policy and key frameworks such as PMPRB, HTA, and formulary and reimbursement systems



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- Experience developing policy strategies, leading research initiatives, and delivering evidence-based recommendations
 - Experience preparing industry submissions or agency assessments (HTA, budget impact, payer submissions) is an asset.
 - Proven ability to lead complex projects and influence stakeholders in matrixed environments
 - Excellent analytical thinking and ability to synthesize complex information into clear insights
 - Strong communication and presentation skills, with the ability to engage diverse audiences
 - Sound judgment, political acuity, and ability to navigate complex stakeholder environments
 - Bilingualism (English/French) is an asset
 - Ability to travel occasionally (approximately 6–12 overnight trips per year)

How You Will Show Up

Strategic and forward-thinking: You bring a big-picture perspective, anticipating trends and shaping policy approaches that advance the pharmaceutical industry and improve access to innovative medicines in Canada.

Influential and collaborative: You build credibility and trust with internal and external stakeholders, fostering alignment and driving collective progress on complex issues.

Analytical and evidence-driven: You approach challenges with rigor and curiosity, using data and research to inform sound, impactful decisions.

Accountable and results-focused: You take ownership of priorities, manage competing demands, and deliver high-quality work in a timely and reliable manner.

Adaptable and solution-oriented: You identify practical solutions and help others move forward in a changing environment.

Why You Will Enjoy Working at IMC

Competitive compensation: The salary range for this role is \$150,000 - \$200,000 and is complemented by a discretionary performance annual bonus program. We consider factors such as skills, experience, and internal equity when determining individual compensation, alongside a strong overall rewards offering. The salary range reflects the expected scope of the role; however, we remain open to discussing compensation with highly qualified candidates whose experience may fall outside this range.



Comprehensive health and wellness coverage: Guided by our mission to improve health outcomes for Canadians, we invest in the wellbeing of our people through a comprehensive group insurance plan, including a health spending account that offers flexibility and choice.

Investing in your future: Build long-term security through a generous Defined Contribution pension plan, with employer contributions to support your retirement goals.

Time away and flexibility: Enjoy an enhanced time-off program, including a Christmas shutdown, so you can reset, recharge, and spend meaningful time with loved ones.

Ongoing growth and development: Access an annual professional development allowance of up to \$2,500, empowering you to expand your skills, stay current, and grow your career in ways that matter to you.

Everyday perks that support how you work: Parking allowance, home office setup allowance, an annual fitness allowance, and more.

Purpose-driven work, accomplished together: Above all, you'll contribute to IMC's mission to improve the health of Canadians by advancing access to innovative medicines—working alongside a deeply engaged and talented team that is passionate about making a meaningful impact.

Our Commitment

Equity, Diversity & Inclusion: Innovative Medicines Canada is committed to building an inclusive, equitable, and accessible workplace. We encourage applications from candidates of all backgrounds and identities, including Indigenous peoples, visible minorities, persons with disabilities, and individuals of all gender identities and sexual orientations. If you require accommodation at any stage of the application or interview process, please let us know and we will work with you to meet your needs.

Responsible recruitment practices: Our recruitment process combines human expertise with responsible use of AI-enabled tools to help identify the skills and qualities that matter most for success at IMC. We are committed to safeguarding candidate privacy and using technology ethically and transparently.

Join Us

If you are inspired by our mission and believe you can contribute to the team through your talent and daily demonstration of our values of **One Team, People**



First, and Collective Impact, we would love to hear from you! To learn more about IMC, please visit our website innovativemedicines.ca/ or send your resume at cvs@imc-mnc.ca.