

Chief Operating Officer – Blueprint ADE

Location: Toronto preferred

Blueprint is a non-profit, mission driven research organization dedicated to improving the social and economic well-being of Canadians by helping our clients solve complex public policy challenges.

Through its consulting, evidence generation and implementation work, Blueprint helps clients to design and execute strategies to innovate, learn what works, and deliver evidence-informed solutions to pressing social and economic challenges. Blueprint offers a full range of research and evaluation services, including:

- Policy analysis & program design
- Data analytics
- Performance measurement, implementation, and scaling
- Monitoring & evaluation

Blueprint's team brings together a diverse group of policy professionals, economists and social scientists with backgrounds that span the non-profit, public and private sectors. The organization works with a wide range of clients including leading foundations and non-profit organizations, federal, provincial, and local governments, and socially conscious businesses that want to make a difference. Our work can include projects ranging from helping to redesign and understand the impact of services for youth, developing an approach for not-for-profits to make better use of their data, to carrying out top-tier program evaluations.

Our mission is to change the way evidence is incorporated into decision making around programs and policies, and by doing this, improve the lives of people living in Canada. We are aided in this mission by the [Better Evidence Council](#), which brings together outstanding policy and social sector leaders whose advice helps Blueprint tackle Canada's biggest social policy challenges through better evidence practices.

Blueprint's approach is guided by a deep understanding of its clients' needs and informed by high quality, rigorous analysis. This integrated approach enables Blueprint to create solutions that are credible to a wide range of stakeholders, work in the real world, and generate lasting impact.

Reporting to the Chief Executive Officer, the **Chief Operations Officer (COO)**, is a key member of the Executive leadership team. This leader, while coordinating with their peers in the Executive leadership team, plays a central role in the development and execution of people and culture, project management, internal communications, financial strategies, and operational functions that are critical to Blueprint's success. Equally important to the strategic and operational aspects of this role, is the requirement for the next COO to embody and demonstrate a leadership style that reflects Blueprint's commitment to leading with insight and empathy. The COO will have a demonstrated commitment to diversity, equity and inclusion and can provide strong leadership and mentorship to a diverse team and can manage outsourced service vendors while protecting and ensuring the financial stability and relevance of Blueprint.

The COO will be a skilled collaborator, especially with others in senior leadership, implementing Blueprint's strategic plans and aligning organizational resources to achieve strategic goals. They will be responsible for a broad scope of activities, including people and culture, project management, organizational transformation, legal and regulatory frameworks, governance, finance, and technology. The COO also provides guidance and advice on the organization's growth and business diversification strategies.

As the ideal candidate, you are a visionary leader, have excellent relationship management skills, are known as an active listener, and are adept at managing highly intelligent, scientifically driven and evidence focused teams. You have had success in managing shifting priorities and understand the importance of singular operational excellence paired with diverse customer needs, both internally and externally. You measure success across not just one but a balance of factors including financial results, people growth, social justice impact, technological innovation, and team commitment. You are a natural bridge-builder and have an appreciation and understanding of effective behaviors in a quasi-management consulting sector environment. Your people and operational leadership experience is complemented by a professional designation and an undergraduate or graduate university degree in People and Culture or Organizational Management and complemented with a Business Administration or Finance certification.

If you have the dedication, skills, and passion to deliver on Blueprint's vital mission, please submit your CV and Cover Letter via: <https://boyden.thriveapp.ly/job/1762>. For more information, please contact Kevin Gormely at kgormely@boyden.com or Mona Khan at mkhan@boyden.com.

Blueprint is strongly committed to equal opportunities in employment and reflecting the diverse communities we serve. We welcome and encourage applications from all minority group members, women, First Nations persons, persons with disabilities, 2SLGBTQI+, and others who may contribute to the further diversification of ideas. Blueprint recognizes the value of non-traditional education and work experience. If you feel that your experiences position you to excel in this role but do not meet the requirements above, please highlight this in your cover letter.

We thank all applicants for their interest; we will contact only those applicants selected for further considerations. Please note that submissions will be reviewed on an ongoing basis, and therefore early submission is encouraged.