

Job Posting for the role of: Program Director, Redistributive Infrastructure

Reports to: Chief Investment and Program Officer (CIO/CPO)

Location: Flexible within Canada

About Definity Foundation

[Definity Foundation](#) supports communities across Canada in pursuing climate, health, social and economic justice.

As Definity Foundation implements its Community Investment Strategy, we are seeking a Program Director, Redistributive Infrastructure, who will lead a program stream that seeks to strengthen community-rooted economic and financial infrastructure through which capital can be mobilized, held, and circulated by and for Black, Indigenous, racialized and underserved place-based communities.

Position Overview

The Program Director, Redistributive Infrastructure leads the Resourcing Redistributive Infrastructure (RRI) program, under the strategic direction of the CIO/CPO.

The RRI stream seeks to strengthen community-rooted economic and financial infrastructure through which capital can be mobilized, held, and circulated by and for Black, Indigenous, racialized and underserved place-based communities. Its purpose is to increase community control over wealth and capital, strengthen durable institutions accountable to community, and build the economic, social and cultural power communities need to shape their futures on their own terms.

The Program Director is responsible for building and stewarding the RRI portfolio, including the mapping and identification of community-accountable financial infrastructure, developing and recommending opportunities for the deployment of the

Foundation's financial and non-financial resources, stewarding partner relations, and supporting learning and sensemaking across the portfolio and field.

Working closely with the CIO/CPO, the Program Director will identify and steward organizations, intermediaries, networks, and other forms of field infrastructure; strengthen connections among partners and capital providers; and identify opportunities for the foundation to play a catalytic role through grants, investments, convening, policy, research and other forms of support.

The Program Director will also contribute to the Foundation's understanding of how ownership, governance, financial instruments and capital flows can shift wealth and decision-making power over time.

Key Responsibilities

Strategic Leadership & Organizational Stewardship

- Provide strategic advice and recommendations to the CIO/CPO on the Foundation's RRI program strategy, portfolio development, capital mobilization, and opportunities to strengthen community control over wealth and capital.
- Identify emerging trends, risks, challenges, and maintain a systems-level view across philanthropy, finance, public policy, regulation, and community wealth building, and recommend strategic responses to strengthen the Foundation's impact.
- Work collaboratively across the Foundation to foster shared learning and contribute to a high-performing culture grounded in belonging and connection.

Program Leadership

- Lead the implementation and continued evolution of the Foundation's RRI stream, working closely with the CIO/CPO.
- Identify, discern, recommend, and onboard organizations and partners that form or strengthen community-rooted financial infrastructure, including intermediaries, community finance organizations, funds, networks, institutions and emerging

vehicles, and other partners positioned to strengthen how resources reach and, importantly, are held and circulate within racialized and underserved communities.

- Develop funding and investment recommendations in collaboration with the CIO/CPO and relevant program, investment, finance, and legal colleagues and advisors.
- Build and steward relationships across community finance, philanthropy, impact investing, public policy, financial institutions, and other relevant ecosystems.
- Steward the Foundation's relationships with RRI partners, including non-repayable and repayable funding, deep relationship-building, reciprocal learning and sensemaking, connections, and networking.
- Support partners to strengthen durable infrastructure for mobilizing and deploying capital, building organizational capacity, increasing community ownership and agency, and expanding access to resources on terms determined by communities.
- Identify, recommend, and execute catalytic roles for the Foundation, including convening and connecting intermediaries and capital providers; attracting additional philanthropic, public, and private capital; supporting new financial mechanisms and infrastructure; advancing enabling policy and regulatory conditions; and commissioning research and knowledge sharing.
- Support coordination and connectivity among partners and the field so that knowledge, relationships, capital, and capacity can move more effectively across the field.
- Continuously learn and identify new areas for strategic experimentation that advance the Redistributive Infrastructure stream and test how the Foundation can use its resources and influence most effectively.
- Monitor the development of the RRI portfolio and provide the CIO/CPO with analysis and recommendations on progress, emerging learning, opportunities, risks and potential adaptations.

Foundation Learning & Sensemaking

- Support the Foundation's learning and sensemaking practice to surface and interpret trends, patterns, systemic risks and barriers, capital flows, institutional conditions, and opportunities for experimentation.

- Develop learning with partners about what enables community-rooted infrastructure to become more durable, connected, and capable of mobilizing, holding, and circulating capital to shift wealth and power over time.
- Translate portfolio learning into recommendations for program development, capital deployment and strategic adaptation.
- Contribute to individual and team development of the inner, relational, and systemic capacities required for systems transformation.

Foundation Thought Leadership

- Represent the Foundation externally to advance and share learning from the Redistributive Infrastructure stream through workshops, articles, communities of practice, funder and investor networks, and other sector forums in Canada and from time to time outside of Canada, where appropriate and relevant.
- Build relationships with philanthropic, community, financial, government, and other institutional actors capable of shifting capital, policy, practice, and infrastructure in support of more equitable economic systems.
- Collaborate with the CIO/CPO and Communications Manager to translate the Foundation's learning and experience into relevant thought leadership and external engagement.

Qualifications and Experience

- Demonstrated understanding of systems change and the structural conditions that shape how capital, resources, ownership, and decision-making power are distributed within society.
- Demonstrated understanding of community-led and community-accountable approaches to community wealth building, finance, ownership, and institution building, particularly those serving communities historically underserved by mainstream financial systems.
- Demonstrated experience in social change, philanthropy, impact investing, finance, public policy, or related fields, particularly in areas such as community finance, Indigenous economic development, inclusive finance, social finance, or community wealth building.

- Experience working with intermediaries, networks, collaboratives, communities of practice, financial institutions, or other forms of field infrastructure that extend beyond individual organizations or projects.
- Strong understanding of how financial and non-financial interventions can work together, including grants, debt and equity, guarantees, blended finance, capacity building, convening, policy engagement, research, and relationship-based support.
- Experience identifying promising organizations, leaders, models, and emerging opportunities; assessing strategic fit, organizational strength, role, and risk; and making sound recommendations about where resources and attention can have the greatest impact.
- Experience developing or assessing financial investments and transactions, with an ability to engage confidently with financial models, organizational financial statements, investment structures, risk, and capital needs.
- Demonstrated ability to build trusted relationships with community-led organizations and work across differences in institutional power, resources, knowledge, and lived experience.
- Strong relationship-building skills and experience working with a wide array of communities and stakeholders, including community organizations, funders, investors and financial institutions, government, Indigenous organizations, and the corporate sector.
- Strong understanding or lived experience of the structural conditions shaping the distribution of wealth, capital, ownership and decision-making power, and of the histories of extraction and exclusion affecting Black, Indigenous, racialized and underserved communities.
- Demonstrated commitment to life-long learning and professional development, including the relational and reflective capacities required to work effectively within complex systems.
- Strong strategic, analytical, written, verbal, and facilitation skills, with the ability to make complex ideas accessible to diverse audiences and translate learning into strategic choices.
- Relevant post-secondary education or an equivalent combination of professional, community, lived, and practice-based experience.

Leadership Competencies

- Strategic, analytical and systems thinker
- Collaborative and relationship-oriented
- Entrepreneurial, innovative, catalytic
- Values-driven
- Financially and institutionally astute
- Comfortable with complexity and ambiguity
- Strong judgment and decision-making
- Adaptive and learning-oriented
- Strong communicator and facilitator
- Reflective and self-aware

Salary Range: \$120,000.00 - \$150,000.00 commensurate with experience, plus a comprehensive benefits package.

Potential Start Date: January 4, 2027

Next Steps to Apply:

We would love to learn more about you. Please fill out the application form and upload your CV and Cover Letter through the link below.

[CLICK HERE](#) to apply by October 27, 2026 11:59pm ET

The Definity Foundation is an equal opportunity employer. We value lived experience and are committed to building a team that is reflective of the diversity of the people and communities that it serves. Given the focus of our mandate, we encourage applications from members of Indigenous, Black and all equity deserving communities and those underrepresented in philanthropy. We offer recruitment and employment related accommodation consistent with Human Rights and Accessibility legislation requirements for persons with disabilities.