



Job Posting for the role of: Senior Director, Organizational Effectiveness & Adaptation

Reports to: Chief Executive Officer

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 Senior Director, Organizational Effectiveness & Adaptation to design and steward the operating model needed for our next phase of evolution.

The successful candidate will be both an architect and an integrator: able to lead the evolution of each function while ensuring they work together as a coherent whole.

Position Overview

The Senior Director, Organizational Effectiveness & Adaptation is a key member of the Senior Leadership Team and serves as the architect, integrator, and steward of the Foundation's operating model, complementing the President & CEO as she increasingly focuses outward on building relationships, mobilizing partners, and advancing the Foundation's work.

Working closely with the President & CEO and Chief Investment & Program Officer, this role designs, implements, and continuously evolves the Foundation's operating model,

reimagining how the organization plans, learns, collaborates, communicates, and operates in support of an evolving strategy.

This role exists to ensure the Foundation operates as a cohesive, adaptive, and high-performing organization. Bringing an enterprise-wide perspective, the Senior Director integrates organizational planning, learning, communications, systems, processes, and performance into a coherent operating model that evolves alongside the Foundation's evolving strategy. As a trusted strategic partner to the President & CEO and Chief Investment & Program Officer, they help the organization anticipate change, strengthen organizational capability, and continuously learn and adapt in pursuit of its mission.

Key Responsibilities

As Definity Foundation's strategy evolves, so too must the functions that enable it. This role provides direct leadership to planning, learning, communications, strategic initiatives, organizational systems, and other enabling functions, ensuring each evolves while strengthening the organization as a coherent whole.

Organizational Planning and Performance

- Lead the Foundation's annual planning, organizational priority-setting, and strategic planning processes.
- Design and facilitate planning sessions, retreats, and cross-functional discussions that build alignment and shared ownership.
- Ensure organizational workplans and priorities remain aligned across teams and functions.
- Monitor progress against organizational priorities and facilitate adaptive planning as circumstances evolve.

- Identify organizational risks, interdependencies, bottlenecks, and implementation challenges, working collaboratively with leaders to address them.

Learning, Communications, and Organizational Capability

- Lead the continued evolution of the Foundation's organizational learning and communications functions, ensuring they build the capabilities needed to support a systems-oriented strategy and the Foundation's strategic priorities.
- Ensure organizational learning, communications, and planning are integrated and mutually reinforcing.
- Ensure systems are in place to capture, synthesize, and communicate learning across the Foundation and externally where appropriate.
- Build the organizational capabilities, practices, and culture that enable reflection, learning, adaptation, and continuous improvement.
- Ensure insights from programs, partnerships, convenings, communications, and organizational practice inform strategic decision-making and organizational planning.
- Provide strategic oversight for enterprise-wide initiatives, helping remove barriers, align resources, and ensure cross-functional collaboration in support of the Foundation's strategic priorities.
- Support the successful planning and execution of strategic priorities and other initiatives identified by the CEO.

Organizational Systems and Operations

- Design and strengthen organizational systems, processes, decision-making practices, and ways of working that improve collaboration, efficiency, and organizational effectiveness.
- Lead the continued evolution of the Foundation's organizational systems and enabling functions, including technology, project management, information management, program administration, risk management coordination, and

selected legal and compliance activities, to ensure they remain fit for the Foundation's evolving strategy.

- Work closely with the Chief Investment & Program Officer to ensure operational systems effectively support program delivery, granting processes, learning, and strategic priorities.

Leadership and Team Development

- Lead, mentor, and develop the leaders and teams responsible for planning, learning, communications, strategic initiatives, technology, and other enabling functions, guiding each through its next stage of evolution while strengthening collaboration across the Foundation.
- Foster collaboration and alignment across teams, helping leaders navigate competing priorities and strengthen cross-functional ways of working.
- Build a culture of learning, reflection, adaptability, and continuous improvement.
- Contribute as a member of the senior leadership team to organizational strategy, culture, planning, and enterprise-wide decision-making.
- Serve as a trusted strategic partner to the CEO and Chief Investment & Program Officer, helping translate organizational priorities into coordinated action.

Qualifications

The ideal candidate will bring:

- Fluency in systems thinking, with the ability to understand complex organizations, identify interdependencies, and design systems that enable organizations to learn, adapt, and improve.
- Experience leading an organization or function through a paradigm shift, rather than solely through growth or restructuring; experience with developmental evaluation or other adaptive learning approaches is a strong asset.

- Comfort working with an evolving strategy, including the ability to create alignment, make decisions under uncertainty, and build organizational capability while the work continues to emerge.
- Significant senior leadership experience (10+ years) in a foundation, nonprofit, public sector, private sector, social impact organization, or similarly complex environment.
- Demonstrated success leading cross-functional organizational planning, change, and organizational effectiveness initiatives.
- Experience building high-performing teams and fostering a collaborative, accountable, and learning-oriented culture.
- Exceptional facilitation, communication, and relationship-building skills, with sound judgment and the ability to influence across diverse stakeholders.
- A commitment to equity, reconciliation, and community-centred leadership.

Success in this Role

The successful candidate will be an integrator, facilitator, and strategic partner who enables the Foundation to operate as a cohesive, adaptive, and high-performing organization. They will ensure people, priorities, systems, and organizational capabilities remain aligned in support of the Foundation's mission and strategic objectives.

They will bring clarity without rigidity, coordination without bureaucracy, and leadership that strengthens the Foundation's capacity to learn, collaborate, and adapt in a complex and evolving environment. Through thoughtful facilitation, systems thinking, and strategic oversight, they will help translate vision into coordinated action across the organization.

Success in the first 12 months will look like an organization operating with a planning rhythm that matches its strategy; disciplined execution becoming stronger

while preserving the organization's capacity for emergence, learning, and adaptation; functional teams continuously strengthening their own practice; the Board's planning and governance rhythms beginning to evolve alongside the organization; and the CEO increasingly free to focus outward because the organization is operating with greater coherence, integration, and shared ownership.

Salary Range: \$160,000.00 - \$190,000.00 commensurate with experience, plus a comprehensive benefits package.

Potential Start Date: October 5, 2026

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 August 7, 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.