



Program Strategy and Implementation

Positions Available: 1

Internship Term: January 11 to August 13, 2027

Propel Impact & McConnell Foundation | Flexible (Toronto, ON or Montréal, QC) | Full-time

About Propel Impact

Propel Impact is Canada's leading experiential learning platform for social innovation and impact investing. Our vision is a world where every organization is impact-first and has the resources required to fully achieve their mission and potential. Through experiential learning, meaningful projects, and relationship building, our participants take an active role in providing capital and capacity-building support to impact-first organizations across Canada.

About McConnell Foundation

The McConnell Foundation is a private Canadian foundation that contributes to diverse and innovative approaches to address community resilience, reconciliation, and climate change. The Foundation has a 100% impact investment commitment with the objective of aligning the entire endowment with the Foundation's mission, and to achieve net-zero carbon emissions by 2050 at the latest.

Key responsibilities

Winter term (January 11-April 16, 2027): The Analyst will spend up to 90% of their time on projects issued by McConnell Foundation and 10% of their time on projects issued by Propel Impact.

Propel Impact Programming break (April 19-May 7, 2027): The Analyst will spend 100% of their time on projects issued by McConnell Foundation.

Summer term (May 10-August 13, 2027): The Analyst will spend up to 80% of their time on projects issued by McConnell Foundation and 20% of their time on projects issued by Propel Impact.

Propel Impact projects:

- As a cohort, the Propel Analysts will work on a personal research project or capacity-building project supporting the social innovation and social finance sector in Canada. This project will allow Analysts to work with each other across various cities and host organizations.
- Analysts may support the development, growth, and specific needs (ex. market research, impact measurement, financial/investment, marketing & communications) of one social enterprise or of Propel.
- Throughout the internship, Analysts will participate in personal & professional development opportunities.
- **For returning Analysts only:** Take the lead on at least one cohort-wide session by hosting a workshop or moderating on a topic you care about. You'll be responsible for organizing and guiding the full hour.

McConnell Foundation projects:

The McConnell Foundation is seeking an intern to support the implementation of a newly refined strategy within its grantmaking portfolio focused on changing the systemic conditions that create or sustain significant disadvantage for communities in Canada. Working closely with the Programs department, and under the supervision of the Fair Systems team, the intern will help translate the strategy into practical tools, communications, and processes that enable prospective partners and Foundation staff to understand and apply it consistently.

The role will combine strategy implementation, research, communications, and program design, with opportunities to contribute to both internal grantmaking processes and external-facing materials.

Responsibilities

- Develop practical tools to support implementation of the new funding strategy, including pre-assessment checklists, applicant self-assessment tools, guidance documents, decision aids, and other resources that translate strategic concepts into clear and usable materials.
- Support the development of external communications about the new strategy, including web and blog content, presentations, current grantee interviews, webinars, FAQs, case studies, and other materials that explain what the Foundation seeks to fund and help prospective applicants assess their alignment.
- Research and develop examples that bring the strategy to life, including case studies of systems change initiatives and examples illustrating concepts such as systemic disadvantage, pathways to change, opportunity, scale, and durability.
- Conduct targeted research and landscape analysis to situate the strategy within relevant work across philanthropy and the social sector, identify complementary approaches and emerging practices, and support alignment with related initiatives and partners.
- Support testing, learning, and refinement of implementation materials, gathering feedback from Foundation colleagues, partners, and other stakeholders through focus group sessions and other means, and helping translate learning into improvements to tools, guidance, and processes.
- Contribute to broader program implementation and strategic alignment, including preparing briefing materials and presentations, synthesizing information, supporting internal working sessions, and helping ensure consistency between the new strategy, grantmaking processes, measurement approaches, and the Foundation's broader organizational strategy.

Requirements

- Demonstrated interest in social impact, public policy, philanthropy, systems change, or related fields, along with strong judgment, curiosity, attention to detail, and the ability to work collaboratively and independently.

- Strong research and analytical skills, with the ability to synthesize complex qualitative and quantitative information and translate it into clear, practical insights and recommendations.
- Excellent written and verbal communication skills, including an ability to explain complex ideas in accessible language and develop high-quality materials for different audiences and formats.

The ideal Analyst has:

- Has strong self-awareness, empathy, and emotional intelligence
- Has strong intercultural competency, awareness, and appreciation for people with diverse backgrounds and experiences
- Has demonstrated interest and knowledge in social/environmental issues, social enterprise, and/or impact investing
- Has demonstrated excellent ability to perform the following skills:
 - Research and quantitative or qualitative data analysis
 - Sector/issue/market research
 - Communication and engagement of stakeholders
- High level of initiative, organization, self-motivation, and problem-solving skills
- Is able to take initiative, be flexible, and work well under uncertainty
- Possesses excellent verbal and written communication skills
- Has desire to support the growth and development of the Canadian social innovation sector (social enterprises, impact investing funds, charities, non-profits, co-operatives)
- Has the drive to make a tangible difference in both oneself and in one's local and global community

Other details:

- Salary full-time: \$23,870 (\$22/hour)
- Full-time (35 hours/week), business hours are Monday to Friday, 9am – 5pm
- Propel Impact Manager: Mariana Martinez Rubio (Manager, Programs & Advisory)
- McConnell Foundation Managers: Dr. Nishin Nathwani (Program Director) and Alicia Richins (Program Officer)
- Office arrangement: Hybrid, 3 days/week in office, you must be living in Toronto, ON or Montréal, QC to apply to this role.
- Other considerations: Proficiency in French is an asset but not required

Propel Impact and McConnell Foundation are equal opportunity organizations committed to building and fostering a fair and inclusive community that values diversity and encourages respect for all. We welcome applicants across any race, colour, religion, sex, sexual orientation, gender identity, national origin, disability, protected veteran status, Indigenous status, or any other legally-protected factors. We recognize the value of identifying and removing barriers for any applicants interested in participating in our programs. Please contact us at info@propelimpact.com to start a conversation about different accommodations available.