JOB POSTING

Manager, Impact Measurement and Reporting

Salary Range: $100,000-110,000 a year plus bonus
Expected Start Date: February 2027
Application Deadline: Monday, December 7, 2026
First Interviews: Weeks of December 7/14 (expected)

ROLE DESCRIPTION

Are you passionate about translating impact data into meaningful insights by measuring the social and environmental impact of investments? We're looking for a Manager, Impact Measurement and Reporting to lead impact performance reporting, support team development, and continuously improve our practices.

Reporting to the Head of Impact Management and AI Strategy, the Manager will lead quarterly and annual impact reporting across Rally's investment mandates ensuring timely, reliable, and insightful outputs. This hands-on role combines technical expertise, project management, and people leadership.

Working across Rally, the Manager will translate evolving industry standards and emerging technologies into practical improvements to our impact measurement and reporting processes. We're looking for an experienced professional to fill an existing vacancy who enjoys both doing the work and helping others succeed.

Not in Toronto? Not a problem. While most of our team is in Toronto we have staff, clients and partners across the country.

PRIMARY DUTIES

Impact Reporting Deliverables:

- Lead quarterly and annual impact reporting across Rally's multi-asset class mandates, ensuring reports are timely, accurate and insightful
- Own data collection, validation and controls over impact data, including documented methodologies, review and sign-off, and audit trails, so reports are complete, accurate and ready for assurance
- Own and optimize the data collection tools supporting impact reporting, collaborating with colleagues on automation and AI initiatives to improve efficiency and scalability
- Work directly with fund managers and investees to resolve data gaps, and oversee the aggregation, analysis and visualization of portfolio-level impact data relative to established key performance indicators to deliver meaningful insights for clients

Impact Measurement Practice Improvements:

- Lead the implementation and ongoing improvement of Rally's annual impact reporting strategy, including alignment with impact data standards such as the Common Impact Data Standard, Common Framework, Impact Performance Reporting Norms, identifying opportunities for ongoing refinement
- Provide technical expertise and contribute to cross-functional initiatives that strengthen standardization, performance analysis, benchmarking and other market-leading reporting practices

- Partner with the Head of Impact Management and AI Strategy to apply automation and AI responsibly, improving the efficiency, scalability and quality of impact measurement and reporting

Stakeholder Engagement:

- Support client and fund manager engagement as a subject matter expert in impact measurement, performance, and reporting, working closely with investment and client-facing teams
- Contribute to engagements with impact measurement and reporting standard setters and verification/ assurance providers supporting Rally's adoption and advancement of leading practices
- Facilitate cross-functional collaboration and change management to support the adoption of improved reporting processes and practices.

Team Leadership:

- Directly supervise and develop team members through coaching, performance management and hands-on technical support
- Manage team priorities, workload and capacity, balancing timely reporting delivery with professional development and continuous improvement initiatives.

QUALIFICATIONS

On your resume, we ask that you demonstrate the following:

- Graduate degree or equivalent experience in a relevant field such as accounting, finance, sustainability management, research methods, social impact and innovation or business administration. We welcome diverse educational and professional backgrounds.
- Minimum seven years of relevant experience in impact measurement and reporting, impact management, program evaluation, impact investing, corporate ESG reporting, corporate social responsibility, sustainability, social impact, and compliance or related fields
- Experience managing complex, deadline-driven reporting or analytical deliverables, including project coordination and quality assurance
- Experience using technology tools and software relevant to impact measurement and reporting
- Experience in diverse stakeholder management, relationship building and strategic planning
- Familiarity with impact measurement and reporting standards and norms (i.e. Common Impact Data Standard, Common Framework, Impact Performance Reporting Norms, Impact Management Norms, Operating Principles for Impact Management) a strong asset
- Designations or accreditations in financial, sustainability reporting, ESG or impact investing are an asset
- Proficiency in English. Bilingualism (English/French) an asset
- Legal eligibility to work in Canada

During the interviews we will be assessing the following:

- Your interest in impact measurement and reporting and impact investing
- Your ability to manage complex reporting deliverables, coordinate stakeholders and ensure quality and timeliness
- Your technical proficiency in working directly with complex datasets, including data collection, quality assurance, aggregation, analysis, interpretation and visualization; and interest in applying AI-enabled tools responsibly in impact measurement and reporting workflows

- Your experience supervising, coaching and developing team members while balancing delegation, quality assurance and hands-on support
- Your commitment to our company values of honesty, generosity, empathy, curiosity, integrity and grit

WORKING AT RALLY ASSETS

There are many benefits to working at Rally:

- You'll have a job that is in accordance with your values and will be able to contribute on a daily basis to make the world better
- Staff development is guided by individuals' interests and skills rather than simply the official job description
- You get to work alongside a caring team. We respect that staff have busy personal lives and we strive to support everyone to have a good work-life balance
- We support the welfare of team members through health and wellness benefits
- We offer opportunities for professional development
- Your compensation will consist of both a base salary and performance bonus
- Vacation entitlement starts at 20 days a year
- Not in Toronto? Not a problem. While most of the Rally team lives in Toronto, we appreciate there are many other wonderful towns and cities in this country and recognize you might too! We have clients and partners across this country and are intentionally working to develop staff teams outside of Toronto.

APPLICATION INSTRUCTIONS

Interested individuals should apply through our online application portal by December 7. Please also indicate where you came across our posting. Shortlisted candidates will be contacted for an interview. No phone calls please. Rally uses AI-assisted tools to support the review of applications. A member of our hiring team will also review applications, and no hiring decision will be made by AI.

COMMITTED TO INCLUSION

Rally Assets Inc. is committed to equity, diversity and inclusion. We intentionally strive to have a workforce that mirrors the diverse demographics in this country. We encourage all applicants to apply regardless of race, colour, religion, sex, sexual orientation, gender identity, national origin, age, disability or Indigenous status. Studies have shown that women, people of colour, people with disabilities and people from LGBTQ2S+ communities are less likely to apply to jobs unless they meet every single qualification. If you're excited about this role but your experience doesn't align perfectly with every qualification in the job description, we encourage you to apply anyway, as you may be the ideal candidate we are looking for. If you require accommodation during the recruitment and selection process, please let us know: info@rallyassets.com. We will work with you to provide as seamless a recruitment experience as possible.

ABOUT RALLY ASSETS

Rally Assets Inc. is an impact investment management firm. We strive to help investors generate positive social and environmental impact alongside a financial return. We provide portfolio management services to funds and create custom impact portfolios to enable foundations, institutional investors, family offices and individual accredited investors to invest in alignment with their mission, objectives or values. We are registered as a Portfolio Manager and Exempt Market Dealer in Alberta, British Columbia, Ontario and Quebec. Realize Capital Partners Inc., a subsidiary of Rally Assets Inc., is the manager of Realize Fund L.P. under the

Government of Canada's Social Finance Fund. Rally is a certified B Corporation. Certified B Corporations meet the highest standards of verified social and environmental performance, public transparency and legal accountability to balance profit and purpose.