



Job posting: Senior Policy Advisor, 16-month contract

Maytree is looking for an experienced Senior Policy Advisor to join our Systems Change team on a 16-month contract beginning in March 2026.

About Maytree

At Maytree, we believe that poverty is created when economic and social systems do not keep pace with our changing world. We believe that the most enduring way to fix the systems that create poverty is to safeguard economic and social rights for all people living in Canada. We work to advance systemic solutions to poverty through a human rights-based approach.

As part of this approach, Maytree's Systems Change team develops evidence-based policy solutions to further income and housing security in Canada. Our work prioritizes those most in need.

Role summary

We are seeking an experienced Senior Policy Advisor to join Maytree's Systems Change team on a 16-month contract beginning in March 2026. This is a full-time, hybrid position, located in Toronto. Some in-office work is required.

Reporting to Maytree's Policy Manager, the Senior Policy Advisor will undertake research, analysis, and advocacy that contributes to the development and implementation of public policy solutions that address affordable housing and income security from a human rights-based approach. The Senior Policy Advisor will lead several policy files and will be expected to work collaboratively with the broader Maytree team and external partners.

Responsibilities

- Monitor issues, policies, and programs related to housing and income security in Canada, applying a human rights lens.
- Develop policy and research insights that help strengthen social policies across Canada.
- Lead or co-lead the development of reports, submissions, and other publications.
- Represent Maytree externally and establish strong relationships with partners across civil society organizations and research institutions.
- Liaise with and engage in direct advocacy to governments.
- Work within and contribute to a collaborative work environment across the Maytree team.

Skills and knowledge

- Strong understanding of social policy issues in Canada, with a specific focus on income security (e.g., social assistance, income-tested tax benefits and credits) and housing policy (e.g., housing benefits, rent-geared-to-income, tenant protections, development of affordable housing supply).
- Understanding of policy and government decision-making processes, and opportunities to influence policy change.

- Understanding of the federal-provincial-municipal landscape and fiscal arrangements.
- Proficient in a variety of policy research and analysis methods, as well as the ability to apply a human rights-based approach.
- Excellent written and verbal communication skills.
- Proficient in Microsoft Excel as a tool for policy modelling and analysis. Proficiency in other software used for quantitative analysis (e.g., R, Stata, and SPSS) is considered an asset, but not a requirement.

Qualifications and experience

- At least **three** years of professional experience in public policy, including experience drafting policy-related documents such as briefing notes, reports, and submissions to governments.
- At least **one** year of professional experience in income security or housing policy, either inside or outside of government.
- A Master's degree in a related field (e.g., public policy, economics, political science) or equivalent additional professional experience.
- Demonstrated understanding of a human rights-based approach and a personal commitment to advancing economic and social rights in particular.

Expected salary: \$90,000-\$110,000 depending on the experience of the candidate selected. Maytree offers a comprehensive benefits package including health and dental.

Start date: March 2, 2026

Applications

Qualified applicants are requested to submit their resume and a cover letter in one file (either Word or PDF) to vbennett@avana.org no later than **Friday, January 9, 2026**. Please use "Senior Policy Advisor Application—*your name*" in the subject field of your email.

If this sounds like an opportunity that you would be interested in, we look forward to hearing from you.

Maytree is an equal opportunity employer and is committed to an inclusive, barrier-free selection process and work environment. Please advise Maytree of any accommodation measures, if required, which would enable you to be interviewed in a fair and equitable manner. Information received in relation to accommodation requests will be addressed confidentially.

For more information about Maytree, please visit www.maytree.com.