

The Opportunity - Senior Manager

We are looking for a Senior Manager to join our growing team. This is an intermediate-senior role for a sharp, values-driven public affairs professional who is ready to lead client files, manage junior staff, and help build something meaningful. You will be a day-to-day strategic partner to our clients, a mentor to the team around you, and a key contributor to Blackbird's continued growth.

This role reports to the Executive and works closely with our full advisory team.

What You Will Do

Client Leadership

- Serve as the primary day-to-day contact for a portfolio of clients across government relations, strategic communications, and public relations
- Develop and execute advocacy strategies, government relations plans, stakeholder mapping, and communications materials
- Prepare clients for lobby meetings, committee appearances, and public consultations — including briefing notes, speaking points, and backgrounders
- Monitor legislative, regulatory, and policy developments relevant to client files assigned to you and translate them into proactive strategic advice
- Proactively identify opportunities to advance client objectives and bring forward recommendations without waiting to be directed

Team Management

- Supervise and mentor consultants on your accounts, providing clear direction, timely feedback, and day-to-day support
- Review and approve work product before it is shared with clients or senior leadership
- Contribute to a team culture that reflects Blackbird's values — including equity-informed practice and high performance

Internal Contribution

- Manage account timelines, project plans, and budgets with attention to detail and accountability
- Participate in new business pitches and contribute to proposals
- Flag risks, issues, and opportunities to senior leadership in a timely manner

What You Bring

- 3-5 years of experience of public affairs consultancy experience
- Demonstrated experience managing client relationships and delivering strong work product in a fast-paced environment
- Experience working with or within equity-denied communities — either professionally or through lived experience — is strongly valued
- Understanding of Ontario and/or federal government and political processes

- Excellent written and verbal communication skills, including the ability to write clearly for a range of audiences
- Experience supervising or mentoring staff
- Ability to manage multiple files simultaneously without dropping the ball
- Bilingualism (English/French) is a strong asset, particularly for federal advocacy files

What We Offer

- Salary commensurate with experience
- Annual performance bonus of up to 10%
- Comprehensive benefits package including health, dental, and vision
- Hybrid work model — four days a week in office with Fridays being work from home (or wherever you have a strong WIFI signal)
- A growing, high-trust team where your work is visible and your voice matters
- Professional development opportunities and support for ongoing learning
- The opportunity to do work that is genuinely connected to equity and justice
- Opportunities for promotion

How to Apply

Please submit a resume and a brief cover letter (no more than one page) telling us why this role and this firm are the right fit for you. We are less interested in a summary of your resume than in understanding how your values and experience connect to the work we do.

Applications should be sent to: lisa@blackbirdstrategies.ca

We will review applications on a rolling basis. We thank all applicants for their interest; only those selected for an interview will be contacted.