



Kristina Smith Learning and Design

Toronto, ON

<https://www.kslearninganddesign.com/>

About Kristina Smith

I am a strategic social impact consultant with over ten years of experience strengthening programs, teams, and systems across diverse contexts. My work spans training and facilitation, partner capacity-building, and monitoring and evaluation. I help mission-driven organizations build the structures, tools, and skills needed for effective, accountable, and scalable programs. With a systems-oriented approach, I connect strategy to day-to-day implementation, grounding decisions in data and centering the communities driving the work. From developing training and MEL frameworks to supporting quality standards and improving operations, I focus on clarity, collaboration, and long-term impact. I look forward to contributing my experience to your organization.

Core Skills

- **Project Management:** End-to-end oversight of global and national programs, including proposal development, budgeting, reporting, and risk management.
- **Organizational Development:** Design and implementation of performance management for teams.
- **Policy and Compliance:** Strong understanding of donor reporting and contractual agreements
- **Monitoring, Evaluation, and Learning (MEL):** Development of data systems, dashboards, and capacity-building tools for evidence-based decision-making.
- **Stakeholder and Partnership Management:** Experience managing funder, implementer, and employer partnerships across multiple sectors and geographies.
- **Knowledge Management and Communications:** Skilled in synthesizing complex information into accessible reports, toolkits, and communications materials.
- **Change and Systems Thinking:** Proven ability to design processes that align strategy, operations, and culture during organizational transformation.



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Education & Credentials

Certification in Adult Education, George Brown College (2020-2021)

M.Sc., International Development Studies, University of Amsterdam (2015-2016)

B.A., History & Political Science, Carleton University (2008-2012)

Previous Consultant Work/ Portfolio

Commonwealth of Learning, Disability and Inclusion Toolkit (2025 - Current)

Communications Strategy for Empowering Women and Girls Project (2022-Current)

Canadian Council for Youth Property, Framework for a Youth Employment Index (2023)

Canadian Council for Youth Property, Framework for Development of a CRM for Partnership Development (2023)

Canadian Council for Youth Property, Inclusion, Diversity and Equity in the Workplace Toolkit (2023)

Commonwealth of Learning, Framework and Partnership Research for a Social Protection Literacy Programme (2023)

Canadian Council for Youth Property, [Intergenerational Communication Toolkit](#) (2023)

Commonwealth of Learning, [Gender Equality, Climate Change and Persons with Disabilities Analysis](#) (2022)

Canadian Council for Youth Property, Facilitation Training and [Youth Co-Design Toolkit](#) (2022)

Commonwealth of Learning, [Reaching the Unreached Scale-Up Empowerment Study](#) (2021)

Commonwealth of Learning, [Baseline-Endline Report for Preventing Child, Early and Forced Marriage Project](#) (2019)

You can explore my portfolio here: <https://www.kslearninganddesign.com/>



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Work Experience

Manager, Organizational Development • George Brown College • 2023– 2025

- Launched a new performance management program for 900+ employees, increasing adoption by 50%
- Supported organizational change management initiatives tied to new company values and culture adoption

Senior Manager, Program Services • MaRS Discovery District • 2019 – 2023

- Designed and scaled InterviewME, a national social impact initiative supporting 5000+ equity-seeking jobseekers
- Built and managed partnerships with 20+ national employers, 15+ community organizations and 200+ hiring managers, driving employer participation in 2000+ direct interviews

Program Manager • YouthfulCities • 2018 - 2019

- Led a team of 10 to pilot Future City Builders, a national social innovation program reaching 150 participants across 5 cities
- Developed program strategy, curriculum, and project frameworks resulting in 30 community-level projects that built resiliency and employable skills

Project Coordinator • Commonwealth of Learning • 2017 – 2018

- Developed and implemented research methods for program evaluation, overseeing 30,000+ participant records and survey responses

Program Coordinator • University of British Columbia • 2014 – 2015

- Led a data modernization project, creating a 10-year open-source repository for student placement outcomes

Program Coordinator • Me to WE • 2013 – 2014

- Supported 400+ school participants in planning meaningful service-learning trips



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