

Job Posting – Manager, Research and Programs

Position title	Manager, Research and Programs
Organization	Egale Canada Human Rights Trust
Department	Research and Programs
Reports to	Executive Director
Posting type	Internal/External
Term	Full time, 12 month contract (possibility of extension)
Location	Toronto
Application deadline	Open until Filled
Apply by	Apply to jobs@egale.ca

Egale Canada Human Rights Trust (Egale) is Canada's only national charity promoting human rights based on sexual orientation and gender identity through research, education and community engagement. Egale's vision is a Canada, and ultimately a world, without homophobia, biphobia, transphobia, and all other forms of oppression, so that every person can achieve their full potential, free from hatred and bias. We seek a Manager to head-up our renowned research work.

Department Description

The Research and Programs Department compiles, produces and communicates the best-available evidence, information and tools for promoting and fostering the human rights and equitable inclusion of lesbian, gay, bisexual, trans, queer, questioning, intersex and Two Spirit (LGBTQI2S) people throughout all aspects of society.

The Department serves both the organization, internally, as well as external partners and clients by fulfilling the following responsibilities:

- Conducting environmental scans of emerging research, best practices, resources and issues relating to LGBTQI2S people in Canada and abroad.
- Conducting and publishing original research, valuing equitable partnerships and a community-based participatory approach.
- Consulting with LGBTQI2S communities, leaders and allies across Canada.
- Developing policy guidance and position statements from which to ground the organization's intentional, strategic and coordinated approach to promoting LGBTQI2S human rights and equitable inclusion.



- Conducting policy review, consultation and development for external partners and clients, such as school boards, employers and public policy makers.

The position will take responsibility for the Department's ongoing priorities including trans human rights and inclusion; suicide prevention and mental health promotion; seniors' health and well-being; youth homelessness; LGBTQ2S inclusion in sport; schools and education; hate crime prevention; workplace inclusion; equal families; intersex human rights; and international engagement.

Job Description

Egale's publications are in-depth, high quality products with a strong commitment to academic and professional integrity. The successful candidate will be an accomplished researcher with a high level of attention to detail and accuracy, and able to independently conduct and oversee complex research projects with varying methodologies.

The researcher will have a knowledge of international human rights law and a deep awareness of the nuances and community developments in language and concepts relating to SOGIESC. Strong awareness around gender issues is an asset as is experience in culturally-appropriate, community-based or community-led research.

The Manager is responsible for overseeing the Research and Programs team, and ensuring that strategic and operational goals within this area are met:

Roles and Responsibilities

Organizational Planning and Advice

- Provide advice on organizational values, strategic research goals, planning and priorities, in concert with other members of the senior management team.
- Provide strategic, values-based policy advice to the Executive Director and senior management team regarding the promotion of LGBTQI2S human rights and equitable inclusion.
- Contribute to operational policy development and implementation.

Operational Management and Team Building

- Organize the team and establish procedures to meet organizational objectives.
- Provide support to staff within the department:
 - Regularly assess skills of team members in order to provide professional development opportunities that build toward the objectives of the department and allow for on-the-job learning.

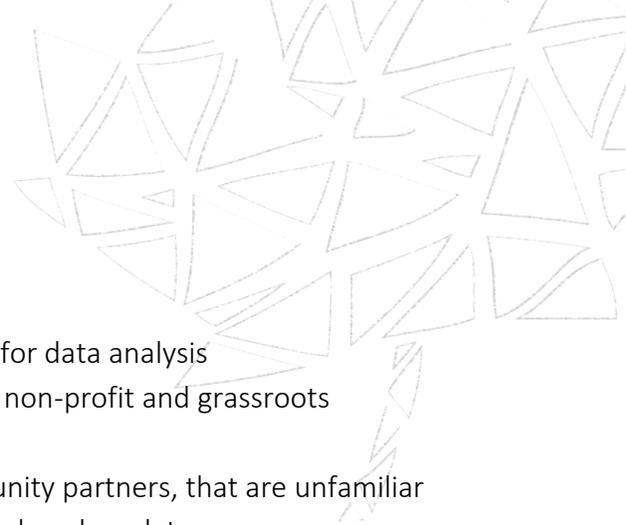
- Cultivate team cohesion through team-building techniques that foster trust, innovation, and shared goal orientation.
- Evaluate and provide consistent feedback on project delivery and team performance.
- Facilitate and write research grant applications
- Plan, administer and control budgets for projects, programs, services and equipment.

Research, Policy and Resource Development

- Lead and participate in the development of policy, research and resources relating to LGBTQI2S human rights and inclusion.
- Lead and participate in the provision of policy review, consultation and development for external partners and clients.
- Direct and advise policy researchers or program coordinators in conducting research, preparing documents, developing curricula and resources or administering programs and services.
- Organize and direct staff, committees and/or working groups to plan, manage or evaluate projects and programs.
- Ensuring that quantitative and qualitative data is appropriately managed, updated and stored, potentially developing a more centralized database and public-facing user interface for the handling and communicating of this information.
- Work with the Communications team to review organizational communications and resources.
- Develop strategic and benchmarking relationships with the wider higher education research sector across Canada and abroad.
- Serve as a representative of the organization to external clients, funders, contractors, and LGBTQI2S communities.
- Liaise with municipal, provincial and federal decision makers in order to advance LGBTQI2S equality and inclusion at all levels of Canadian society.

Qualifications

- An advanced degree in an area such as social sciences, sociology, research analysis, law, business, political science, economics, or public health – and a demonstrated level of professional experience.
- Knowledge and experience of using evaluation and community-based research to inform program development
- Demonstrated expertise in successfully designing and carrying out quantitative and qualitative research
- Ability to analyze information, summarize findings and present them in ways easily understandable to decision-makers



- Understanding of statistical principles and methods for data analysis
- Experience working with a variety of public, private, non-profit and grassroots organizational structures
- Experience supporting and training staff and community partners, that are unfamiliar with research and evaluations, to collect, manage and analyze data
- Familiarity with the key social/infrastructural issues facing Egale
- Strong track record in research outputs including peer-reviewed publication
- Capacity to contribute to strategic development and planning
- Proven capacity to plan and manage projects and project teams and to deliver outcomes in a timely manner
- Excellent organisational and time management skills, including the ability to set priorities, work independently and perform well under pressure
- Well-developed problem-solving, negotiation, interpersonal and communication skills

Application Process

To put forward your candidacy, please submit a cover letter and resume to:

Egale Canada HR Department
jobs@egale.ca

Please specify Position Title in Subject Line.

Employment Equity and Diversity

Egale Canada Human Rights Trust is committed to ensuring that members of traditionally marginalized groups, from a broad range of communities, feel empowered to apply for positions within the organization. We encourage qualified applicants to consider work and volunteer opportunities with Egale as we recognize that a diverse work force and volunteer base are critical to accomplishing our mission. The organization is dedicated to taking proactive steps to overcome historical patterns of discrimination in our society which have created barriers of race, colour, religion, sex, national origin, age, disability, language, class, sexual orientation, and gender identity or expression for some individuals and have resulted in the denial of their full participation in society.