equal not other | égal, pas autre

JOB POSTING – DIRECTOR OF RESEARCH

Position title	**Director of Research**
Organization	Egale Canada
Department	Research
Reports to	Executive Director
Posting type	Internal/External
Term	Full time, 12 month contract (possibility of extension)
Application deadline	**June 4th, 2021**
Apply by	Apply to jobs@egale.ca

Egale is Canada's leading organization for 2SLGBTQI people and issues. We improve and save lives through research, education, awareness, and by advocating for human rights and equality in Canada and around the world. Our work helps create societies and systems that reflect the universal truth that all persons are equal and none is other.

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.

Department Description

The Research Department compiles, produces and communicates the best-available evidence, information and tools for promoting and fostering the human rights and equitable inclusion of two spirit, lesbian, gay, bisexual, trans, queer, questioning, and intersex (2SLGBTQI) 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 2SLGBTQI people in Canada and abroad.
- Conducting and publishing original research, valuing equitable partnerships through a community engaged approach.
- Consulting with 2SLGBTQI 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 2SLGBTQI 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.
- Legal research on access to justice initiatives and legislative reform

The position will take responsibility for the Department's ongoing priorities including trans human rights and inclusion; suicide prevention and mental health promotion; older adults' health and well-being; digital youth cultures; housing and homelessness; 2SLGBTQI inclusion in sport; schools and education; hate crime prevention; workplace inclusion; immigration, equal families; intersex human rights; and international engagement.

Job Description

Egale's publications are in-depth and high quality, 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. They must be well-versed in critical and intersectional research approaches, with a strong background in community-engaged research.

The Director will have a knowledge of Canadian Federal and Provincial human rights legislation, familiarity with international human rights law and a deep awareness of the nuances and community developments in language and concepts relating to SOGIESC. Strong awareness around sexuality, gender issues and sex characteristics is an asset as is experience in culturally appropriate, community-engaged research.

The Director is responsible for overseeing the Research team and ensuring that strategic and operational goals 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 2SLGBTQI human rights and equitable inclusion.
- Contribute to organizational operational policy development and implementation.
- Building and managing collaborations and partnerships to advance critical intersectional research that reflects the expertise of the current research team.
- 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. Support team to pursue professional development opportunities to remain current in both research and legal fields.
- Cultivate team cohesion through team-building techniques that foster trust, innovation, shared goal orientation, and fostering a supportive environment of critical inquiry.
- Continually assess team capacity (time and expertise) and ensure appropriate legal, research, and community-engagement capacity is secured to carry out high quality projects.
- In consultation with the Director of Human Resources, evaluate and provide consistent feedback on project delivery and team performance.
- In consultation with the Director of Development, facilitate and write applications for academic research grants.

Research, Policy and Resource Development

- Lead and participate in the development of policy, research and resources relating to 2SLGBTQI 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, in conducting research, writing reports, and preparing other knowledge mobilization outcomes.
- Serve as a representative of the organization to external clients, funders, contractors, and 2SLGBTQI communities.
- Liaise with municipal, provincial and federal decision makers in order to advance 2SLGBTQI equality and inclusion at all levels of Canadian society.

Qualifications

- An advanced degree in an area such as social sciences, sociology, law, education, political science, economics , or public health – and a demonstrated level of professional experience.
- Familiarity with Canadian Federal and Provincial legislation.
- 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 and to lay audiences.
- 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 and the communities Egale serves.
- Strong track record in research outputs including peer-reviewed publication.
- Capacity to contribute to strategic development and planning.
- 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
- Will support, and be supported by, senior research officers and junior staff members which currently have a variety of portfolios.

Application Process

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