



Job Posting: Research Officer

Department	Research
Reports to	Director, Research
Posting type / term	Full-Time / 24-month term / Unionized
Location	Hybrid in Toronto or Remote in Canada
Salary range	\$62,832 - \$71,028 as per Schedule A - Wages
Application deadline	September 25, 2024 at 4pm ET
Apply to	jobs@egale.ca (must include cover letter)

About Egale Canada

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 is committed to equity, diversity, inclusion, and decolonization (EDID) in employment and therefore strongly encourages people of diverse, intersecting, and marginalized identities to apply. This is including, but not limited to: women, Indigenous, 2SLGBTQI, people of colour, older persons, persons living with HIV, sex workers, people with disabilities and other historically marginalized groups. We recognize that equity-denied employment seekers often rule themselves out of applying if they do not meet all educational or skill requirements or have gaps in employment/education. At Egale, we take lived experience into consideration and encourage using your cover letter as an opportunity to explain how your lived experience translates to this role.

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, and pursuing a community-based participatory 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.

The Research Department undertakes research projects that relate to all aspects of 2SLGBTQI life, from youth to older adults, health across the life course, poverty, housing, and employment, school inclusion and inclusive education, and intersex rights and issues.

Position Description

The **Research Officer** (quantitative) will support ongoing and upcoming projects at Egale Canada. The Research Officer will primarily assist on a on a multi-year, national, mixed methods project relating to GBV, IPV, and unsafe home environments for 2SLGBTQI people across Canada. They will also contribute to other relevant projects concerning 2SLGBTQI issues and coordinate external partnerships. Working closely with the Director of Research, research staff, and project partners, the Research Officer (quantitative) will assist with the designing and implementation of research activities, outreach, and knowledge mobilization related to the above topics. The Research Officer will have the support and guidance from senior members of the research team, as well as from other departments at Egale.

Primary Duties & Responsibilities

The successful candidate for this position will be expected to support ongoing research projects at Egale. Duties will include:

- 40% Reviewing literature (academic and grey) and other resources relating to the project topics; participating in the research ethics board process; writing activities such as the drafting and finalizing of reports, summaries, briefs.

- 40% Assisting in the development of research tools and methods (e.g., surveys, questionnaires); assisting with the collection of quantitative data; assisting in the analysis of quantitative data.
- 20% Collaborating with the larger project teams on project tasks; attending team meetings; providing input, feedback, and review at various stages of the project.

Qualifications

Education and Experience:

We recognize the value of a variety of educational experiences including, but not limited to, academic, work, and lived experience. All applications, regardless of educational backgrounds will be considered fairly and equitably. However, our experience suggests that the following types of **education** and **experience** lend themselves to this work:

An equivalent combination of education, experience and/or lived experience will be considered.

- A completed master's degree in social sciences, humanities, or related field (with a preference for degrees in disciplines relating to the project focus) with coursework in quantitative research methodologies and analysis.
- Experience with community-based research.
- Knowledge and/or experience with anti-ableist, anti-racist, intersectional, critical research.
- Demonstrated experience in designing and carrying out quantitative research; candidates with mixed or multi-methods research experience (wherein quantitative expertise is demonstrated) will be considered.
- Experience in conducting literature reviews (academic and grey literature).
- Experience with academic publications and presentations is considered an asset.
- Experience using computer software related to word processing, reference management systems, and data analysis software

Knowledge, Abilities, and Skills:

Our experience suggests that the following types of **skills** lend themselves well to this work:

- Knowledge of inclusion, diversity, equity and accessibility (IDEA) principles, and a strong understanding of anti-racism and anti-oppression framework.
- A strong understanding of, and familiarity with, 2SLGBTQI communities.
- Must be familiar with research ethics processes and protocols
- Familiarity with the social and structural issues facing 2SLGBTQI people in Canada, particularly relating to GBV, IPV, and violence against 2SLGBTQI people.
- Must be knowledgeable in quantitative data analysis methods and familiar with data analysis tools
- Excellent interpersonal and communication skills.
- Ability to analyze information, summarize findings and present them in ways easily understandable to decision-makers and to lay audiences.
- 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.
- Strong academic writing, applied reasoning, and analytical skills.
- Experience with software related to data analysis is considered an asset.
- Bilingual in English and French is an asset.

Working Conditions:

In Office:

- Accessible building located along city bus route.
- Five (5) minute walk to the subway.
- Public parking available for \$10/day (paid for by employee).
- Accessible and gender-neutral washrooms (ground floor).
- Low noise, fluorescent lighting, options for quiet work/meeting spaces.

- Scent free environment.

Remote:

- Laptop provided

Additional Benefits:

- Comprehensive benefits package (after 4 months' probation period).
- Paid personal days.
- 3 weeks of vacation.
- Remote work option.
- Flexible start times.
- Access to gender-affirming funds for gender-affirming care.
- Potential for further advancement within the organization.
- A diverse and inclusive work environment.
- Professional development opportunities.

For those working in-office, you have full and free access to the building amenities. Includes: indoor pool, hot tub, sauna, gym, yoga room, and squash/racquetball court.

How to Apply

Please submit your resume/CV and cover letter with the title of the role you are applying for in the subject line to jobs@egale.ca prior to the application deadline. Applications submitted without a cover letter will not be considered.

Statement on Employment Equity and Diversity

Egale is committed to inclusion, diversity, equity, and accessibility (IDEA) in employment and therefore strongly encourages people of diverse, intersecting, and equity-denied identities to apply. This is including, but not limited to: women, Indigenous, 2SLGBTQI, people of colour, older persons, persons living with HIV, sex workers, people with

disabilities and other historically marginalized groups. We recognize that equity-denied employment seekers often rule themselves out of applying if they do not meet all educational or skill requirements or have gaps in employment/education. At Egale, we take lived experience and alternative work/volunteer experience into consideration and encourage using your cover letter as an opportunity to explain how your experiences translate to this role.

Egale welcomes and encourages applications from people with disabilities.

Accommodations are available on request for candidates taking part in all aspects of the selection process. If you have questions or requests for accommodations, please email hr@egale.ca

We thank all applicants for their interest, however only those selected for an interview will be contacted.

We acknowledge our office is located on the traditional territory of many nations, including the Mississaugas of the Credit, the Anishnabeg, the Chippewa, the Haudenosaunee and the Wendat peoples. Our staff lives and works on stolen land across Turtle Island. As an organization committed to 2SLGBTQI inclusion, our work is bound with Indigenous solidarity, and we are on a constant journey to uphold this commitment.