



Researcher

Indspire is an Indigenous national registered charity that invests in the education of Indigenous people for the long term benefit of these individuals, their families and communities, and Canada. With the support of its funding partners, Indspire disburses financial awards, delivers programs, and shares resources with the goal of improving educational outcomes for First Nations, Inuit and Métis students. Through Indspire's education offerings, we provide resources to students, educators, communities, and other stakeholders who are committed to improving success for Indigenous youth. In 2018-19, Indspire awarded \$16.2 million through 5,553 bursaries and scholarships to First Nations, Inuit and Métis youth, making it the largest funder of Indigenous post-secondary education outside the federal government. Each year, the organization presents the *Indspire Awards*, a celebration of the successes achieved by First Nations, Inuit and Métis people that is broadcast nationally.

Never has there been a better time to join this national leader. We are currently recruiting for a **Researcher**. Reporting to the Vice President, Programs and Student Success, this role is responsible for conducting research, data analysis, designing research programs and evaluating Indspire's impact from a research perspective. The Researcher is responsible for ensuring data from all Indspire's Programs and Student Success programs are readily available to fundraising opportunities, for presentation at conferences and other public forums to support the success of Indigenous students.

The position responsibilities of the **Researcher** include:

- Manage research and evaluation activities including planning, executing research, conducting surveys and evaluations;
- Establish research programs and practices to increase efficiency of data production and use;
- Professionalize research and evaluation activities, and increase production of research and evaluation products;
- Write and produce research and evaluation results;
- Manage external research and evaluation contractors;
- Generate a range of options based on research results, assessing the implications and feasibility of these options and recommend viable solutions and implementation strategies from a research perspective;
- Support corporate initiatives as required for CEO, COO, P&SS, Development, Communications & Marketing, Indigenous and Government Relations, etc.;
- Provide advice and support based on both internal and external data sources and research;

- Provide data and information as required to colleagues;
- Work with colleagues to establish new operational mechanisms for efficient and effective data and information services and supports colleagues with evaluative capacity building from a research perspective;
- Develop and apply appropriate analytical frameworks in research analysis and program development processes.

Qualifications:

- Undergraduate Degree (four-year honours program with an emphasis in research) and/or equivalent combination of education and experience
- Progressive experience in research analysis and program evaluations typically demonstrated through 5 or more years in the field
- Knowledge of and experience in Indigenous education and related needs
- Experience in developing creative solutions to complex operational policy and evaluation problems
- Knowledge of Indigenous social policy development issues and related research; and/or issues of equity and systemic change, and experience working with community/Indigenous groups in the formulation of social policy, analysis and/or research is considered an asset
- Knowledge of and experience in Indigenous communities strongly preferred
- Demonstrated openness to learning and willingness to engage in cultural competency training
- Project management experience, driving complex assignments from inception through to implementation with minimal direction
- Ability to work both independently and collaboratively in a team environment
- Flexibility in learning new program areas or analytical techniques
- Ability to work under pressure to meet deadlines
- Strong skills in oral and written communications
- Sound interpersonal skills, cross-cultural awareness and understanding, and good judgement
- Excellent presentation skills
- Proficiency in NVivo, STATA, SPSS and other research-related software and analytical programs; proficiency in data recording programs, software and devices
- Ability to extract, collect, analyse and interpret qualitative and quantitative data
- Apply systematic, logical reasoning when addressing problems to arrive at appropriate outcomes
- Proficiency in conducting database and web-based literature and data searches
- Occasional travel between Six Nations and Toronto offices is required along with a willingness to travel within Canada and work some evenings and weekends
- Ability to work with sensitive information with complete confidentiality

The duties within this job description can be amended from time to time.

How to Apply

This is a full-time position and can be based at one of Indspire's two offices (Toronto or Six Nations), or remotely. The salary range is competitive with a good benefit package, including pension plan. We are an Indigenous led organization whose mandate is to promote opportunities for Indigenous people. We encourage applications from qualified First Nations, Inuit and Métis people and all others interested in the position. Only those candidates selected for an interview will be contacted. To learn more about Indspire, visit indspire.ca.

To apply, please forward your résumé, and cover letter to hr@indspire.ca. All qualified candidates will be contacted directly.

No agency calls please.

Deadline for Applications: Friday, September 20, 2019