

Victoria Sexual Assault Centre Internal/External Job Posting

Position: Research Manager (subject to job evaluation)

Reports to: Executive Director

Salary/Benefits: \$32.00 per hour, includes benefits package after 3 months

Hours: 28 hours per week, daytime, some evenings and weekends

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Start date: As soon as possible.

Closing Date: Wednesday May 15, 2019

Please submit a cover letter and a resume to: Jane Sterk, Executive Director, at JaneS@vsac.ca. Only shortlisted applicants will be contacted.

This position is open to applicants of all genders.

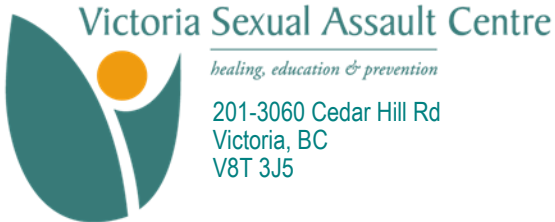
The incumbent must perform the work within the context of VSAC's mission, beliefs, values and goals. A criminal record check will be conducted and must be clear for working with vulnerable populations

Position Summary:

Manage the development and implementation of research utilizing an anti-oppressive, anti-colonial and Youth Participatory Action Research methodologies in the evaluation of Project Respects SHIFTing Culture Project over a 4.5 year period. *This research must meet the terms outlined in the Preventing Gender-Based Violence: The Health Perspective Contribution Agreement between the Victoria Sexual Assault Centre and the Public Health Agency of Canada.*

Supervise and train a team of 10-15 staff and 8-12 youth researchers in relation to the development and implementation of all research activities.

SHIFTing Culture is a gender-based violence prevention program that was co-created with Project Respect's Rhizome Youth Social Action Team. The project works to create responsive, middle and secondary school-based, youth-led education and social action; staff and teacher training; and systemic change (e.g. policy and practice changes) toward consent culture.



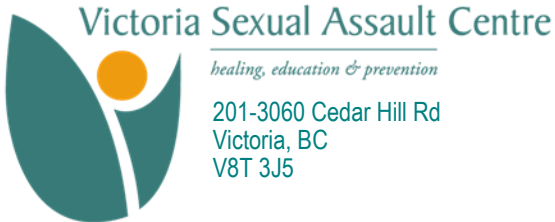
Programming includes broadly delivered classroom workshops, 10-session youth leadership trainings, training with teachers and school staff, and collaboration with school districts. Through a new multi-year funding opportunity, over the next 5 years, Project Respect will deliver and rigorously evaluate these program components in 7 partner schools, in order to understand the effectiveness of this whole school approach on culture shift within and across school communities.

The Project Respect Research Manager will participate as a member of the management team of the Victoria Sexual Assault Centre. As it pertains to their role, the Research Manager provides day-to-day direction aimed at the successful implementation of strategic policies set by the Board of Directors.

The Research Manager provides innovative leadership that ensures VSAC's prevention research initiatives shape and are shaped by the most promising practices for anti-oppressive, youth-driven, community-engaged research approaches and knowledge mobilization strategies. The position ensures compliance with all professional standards of practice and agency policies and procedures including providing input into labour relations and collective bargaining.

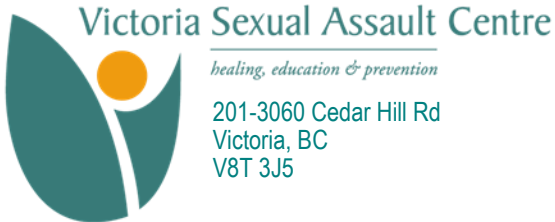
Job Responsibilities:

1. Oversee the development and implementation of Youth Participatory Action Research, informed by decolonizing research approaches, to evaluate Project Respect's SHIFTing Culture Project.
2. In collaboration with the Prevention Director, hire, train, supervise and provide disciplinary measures to all prevention team staff, youth leaders, volunteers and graduate students in all activities related to the design, implementation, and analysis of research for the SHIFTing Culture Project.
3. Conduct outreach to form a team of youth researchers from partner schools
4. With support from the Prevention Director, coordinate and oversee Youth Participatory Action Research methodology training for the youth research team and prevention staff. This includes collaborating with academic research partners and mentors who can offer training.
5. Coordinate collaboration among the youth research team, prevention staff, graduate students, and academic research partners to develop and implement the research plan.



6. Supervise research implementation by prevention staff, youth researchers, and student research assistants, including ensuring adherence to research ethics protocols.
7. Oversee systematic and confidential data collection and storage.
8. Coordinate youth-led data analysis through research team meetings and events like Project Respect's Youth Social Action Camp.
9. Work with Prevention Director and academic partners to ensure rigor of research design, data collection, and data analysis.
10. Write up research results for each year of the project.
11. Work with the prevention staff and youth leaders to ensure the integration of research results into Project Respect's program design.
12. Coordinate knowledge-sharing activities to share the results of the research with key stakeholders.
13. Write evaluation reports to funders.
14. Create research communication tools for community stakeholders (e.g. students, parents, school staff, school districts).
15. Engage in supervision/consultation with the Prevention Director and academic research partners.
16. Establish and maintain a professional approach to liaising with diverse stakeholders including youth, teachers, parents, and school and community-based partners.
17. Participate constructively as a member of the staff team and VSAC as a whole.
18. Stay up to date with current knowledge in the field of sexualized violence prevention and youth participatory action research through reading, ongoing professional development, and other activities.

The Project Respect Research Manager will consult regularly with the Executive Director and Prevention Director, participate actively as a member of the Centre's staff team and fulfill the obligations and reflect the intersectional, feminist philosophy of VSAC.



Qualifications:

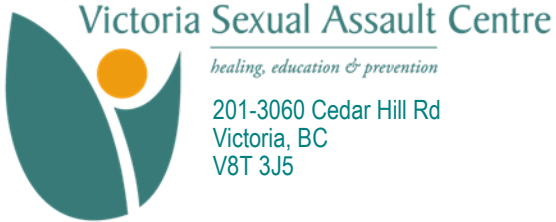
Education/Experience:

- Master's Degree in Social Work, Child and Youth Care, or equivalent experience and training
- A minimum of five (5) years recent related experience, that encompasses a combination of: 1) participatory research design and implementation (with an emphasis on feminist and decolonizing research approaches); 2) gender-based violence prevention work; 3) youth program facilitation.
- At least two years of experience supervising a staff team within a unionized environment

Abilities and Skills:

This position requires:

- Ability to articulate and work from an anti-oppressive, feminist analysis of the issue of sexualized violence in our society using an intersectional lens (e.g. understands how sexism and sexualized violence are connected to and inseparable from other forms of violence such as colonialism, racism, classism, homophobia, transphobia, ableism, etc.)
- Strong ability to lead, supervise, and support a diverse team of staff, youth researchers, and student research assistants, using collaborative approaches
- Ability to skillfully facilitate collaborations between youth and adults to create youth-led spaces where young people can: define the most relevant issues they face in their school communities in relation to gender-based violence; be supported to design research/evaluation to measure the impact of Project Respect programming in schools; and take action based on the results of the research
- Demonstrated knowledge of root cause approaches to sexual assault/gender-based violence prevention programming
- Demonstrated experience facilitating youth engagement and leadership in program and evaluation design and implementation
- Excellent skills in working with young people of diverse backgrounds;
- Strong understanding of and commitment to Youth Participatory Action Research approaches (e.g.: <http://yparhub.berkeley.edu/>)



- Combination of training and/or experience in participatory research design, data collection, data analysis, and communicating research results
- Demonstrated excellent presentation and written communication skills
- Demonstrated experience in community-based partnership building
- Excellent verbal, written, facilitation and interpersonal communications skills.
- Demonstrated teamwork, leadership and supervisory skills
- Well-developed planning, organizing and administrative skills
- Competent in Microsoft Word, Outlook, Excel & database programs
- Demonstrated critical thinking and problem solving skills
- Demonstrated ability to research and write proposals and reports

VSAC is committed to employment equity. All qualified women and trans people are encouraged to apply. We especially welcome applications from members of visible minority groups, Aboriginal persons, persons with disabilities, LGBTQ+ persons, trans and gender variant persons and others with the skills and knowledge to engage productively with diverse communities.