

## Research Officer

### Permanent, full-time position

***This is an exciting opportunity for an experienced researcher whose advanced skills in qualitative and quantitative research are coupled with expert knowledge of equity, anti-oppression and anti-racism frameworks, to support evidence-informed decision-making and transformative systemic change across the Peel District School Board (PDSB). If this sounds like you, read on.***

Reporting to the Chief Research Officer, Research and Accountability, you will work both on your own and as part of a team of education researchers and staff in designing, implementing and interpreting research and evaluation projects to support the Board's system-wide strategic goals, equity and diversity initiatives, and curriculum and instruction programs.

A vital part of your job as Research Officer at the PDSB will be providing a range of research and statistical services to support evidence-informed decision-making as well as the evaluation of student achievement, equity and well-being programs. We will also rely on your expertise and insights, based on your assessment of current educational trends, to provide literature reviews and environmental scans on educational-related topics needed by the Peel District School Board.

As Research Officer, you will be required to establish research protocols that ensure collaborative community partnerships with and among diverse communities so that all perspectives and concerns are addressed. Additionally, you will be expected to develop research protocols and processes that build public confidence with Indigenous Nations, Black, African and Caribbean communities, and faith groups, and that support transformative systemic change.

### EXPERIENCE AND QUALIFICATIONS

In this key role, you will make good use of your master's degree in Education or Social Science/Sciences, with a focus in research methods, educational research, program evaluation, statistical analysis and graduate thesis writing, as well as your specialized training and advanced knowledge in quantitative and qualitative research design. As a Research Officer, you will also leverage the following experience, knowledge and skill set:

- A minimum of five (5) to seven (7) years' experience in a research environment, within a school board setting, that reflects a working knowledge of curriculum, instruction, special education, and equity/diversity concepts, principles and theory.
- Advanced knowledge of statistical procedures, and fluency with related software (i.e., SPSS, Excel, NVivo, R, etc.).
- Proficiency in the use of computers (i.e., data management, analysis, reporting and presentation software).
- Proven ability and experience in promoting equitable practices which value inclusiveness and diversity.
- Demonstrated experience in working with historically marginalized communities.
- Expert knowledge of equity, anti-oppression and anti-racism frameworks.
- Demonstrated understanding of interdisciplinary and intersectional frameworks (e.g., Indigenous knowledge, anti-Black racism and anti-colonial theory, and critical race theory).
- Knowledge and experience working with mental health, well-being population-based research.
- Excellent organizational and project management skills
- Excellent interpersonal, consultation, oral and written skills.
- Proven ability to translate complex research concepts for the lay audience.
- Ability to work within a team-oriented environment.
- Demonstrated commitment to working in a diverse school community and/or work environment.

**Salary range:** \$83,359 - \$104,197 per annum

To apply for the position of Research Officer, please complete an online application through [Apply To Education](#) . Your completed application package on Apply to Education must include your cover letter, resume and supporting educational credentials. **Applications must be received no later than 4:30 p.m., Friday, October 1, 2021.**

***The Peel District School Board (PDSB) is a racially, culturally and linguistically diverse board that serves 155,000+ students and approximately 17,000 employees. We have 257 schools, 217 of which are elementary and 42 are secondary. In PDSB, 87% of students are racialized, non-white, representing 162 different ethnic backgrounds. Students in Peel have 121 different first languages. Student diversity also exists in terms of gender and gender expression, sexuality, ability and faith. A responsive and empathetic understanding of the lived experiences of the students and communities we serve is vital to those who will take on leadership roles within the PDSB. The workforce consists of teachers, office staff, custodial staff, education assistants and professional staff. The workforce is largely unionized, with the majority of employees belonging to numerous bargaining units. The Board's strategic plan includes four pillars: high expectations for achievement; parent, community and staff engagement; equity and inclusion; and safe, positive healthy climate/well-being. Although Equity and Inclusion is a separate pillar within the strategic plan, equity and inclusion is also the lens through which all areas of the strategic plan must be seen, internalized and understood. The Board is committed to equity, inclusion, and dismantling systemic inequities that lead to marginalization and oppression of students from specific identity groups and with certain lived experiences.***

#### **Commitment to Equity, Anti-Oppression and Anti-racism**

The Peel District School Board is committed to equity in employment. We are committed to equitable hiring practices that allow us to hire qualified staff who reflect the full diversity of the Region of Peel. We will provide reasonable accommodation (e.g., an accessible location, rescheduling of interviews that fall on Days of Significance, etc.) based on any of the human rights protected grounds, during the hiring process if advised in advance.

We are also committed to inclusion, anti-oppression and anti-racist practices while also supporting the continuous growth and development of an equitable and empowered education system at the PDSB.

#### **Criminal Background Check**

Successful candidates must provide a satisfactory Criminal Background Check prior to commencing employment. Please review the requirements at the [CRC](#) < <http://www.peelschools.org/jobs/crc/pages/default.aspx> > link.

#### **Recruitment Process**

We appreciate the interest of all applicants, but will only be contacting candidates whose skills, experience and qualifications best meet the requirements of the position. When contacted, candidates will be provided with an overview of the various elements of the selection process; such as, test and skill demonstrations. All communication to applicants regarding this job posting, including an invitation to complete skills assessments and/or a job interview if applicable, will be made through email. Candidates are encouraged to regularly check their email as listed on their applytoeducation.com account.