

## Research Officer

Acting, full-time (1.0 FTE) position, to August 31, 2021

***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).***

Reporting to the Chief Research Officer, Research and Accountability, you'll 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 Acting 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'll 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 Acting 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 required 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'll make good use of your graduate 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'll also leverage your:

- 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, 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:** \$82,534 - \$103,165 per annum

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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, March 26, 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. 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, gender expression, and sexuality, and in terms of 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 through PDSB's numerous affiliated bargaining agents.**

*We appreciate the interest of all applicants, but will only be interviewing selected candidates.*

*The Peel District School Board is committed to equity in employment. We will provide reasonable accommodation, 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.

*For the safety of students, successful candidates will be required to submit a satisfactory [criminal background check](#) prior to the commencement of any employment duties. Recent changes made by the RCMP have resulted in significant processing delays for some candidates. You may wish to start the process to obtain your criminal background check as soon as possible.*

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