



JOB OPPORTUNITY WITH GAKINO'AMAAGE: TEACH FOR CANADA Director of Research and Evaluation

Gakino'amaage: Teach For Canada is looking for a creative change-maker to lead our community-focused research and impact evaluation program.

The Basics

Job term:	Full-time, contract
Hiring salary:	\$78,763 - \$89,187 per year, pro-rated to contract
Contract duration:	May 2024 – April 2026
Location:	Hybrid from one of the following locations: Thunder Bay, ON or Winnipeg, MB or Sioux Lookout, ON or Toronto, ON or Calgary, AB. The role will require travel to partner communities and occasional reporting to our Toronto office for administrative and collaborative work. Work-related travel expenses will be covered by Gakino'amaage: Teach For Canada.
Application method:	Cover letter and resume sent to apply@teachforcanada.ca
Closing date:	Until filled
Interview process:	Intro interview 1-hour virtual interview with a task
Requirements:	Office experience 4 years of experience partnering with Indigenous communities for research and evaluation, Experience developing and managing a budget, Experience developing and overseeing a departmental strategy, Must have a valid driver's license

Our Approach

Education in Canada is a success story. Study after study shows that our public schools are among the best in the world. But high overall quality masks deep inequality. Only 48 percent of First Nations youth living on reserve have a high school diploma. In the North, those numbers are even lower. And, too often, teachers arrive in northern First Nations without the preparation and support they need to succeed—and stay—in the classroom. The twin challenges of teacher supply and turnover compound [historical injustice](#) and [systemic inequities](#) to produce a statistical education gap between First Nations and non-First Nations communities.

Gakino'amaage: Teach For Canada is a non-profit organization that works with northern First Nations to recruit, prepare, and support committed teachers who will increase student outcomes in the North. This model has been defined by First Nations community partners, our Circle of Advisors, our Board of Directors, and experienced northern educators.

Our Culture

Gakino'amaage has a supportive work culture and offers a variety of benefits to its team members including access to physical and mental wellness supports, flexible hours, and professional development opportunities. In addition to these perks and benefits, Gakino'amaage also honours National Indigenous Peoples Day and the National Day of Truth and Reconciliation as statutory holidays; and the last week of every calendar year is paid time off, too!

On our team, we are fortunate to have a committed, experienced, talented, and humble group of leaders. Together, this team works hard to create a meaningful impact. If you're looking for a fast-paced, innovative, energizing, and rewarding work environment, then we want to hear from you!

Your Responsibilities

The Director of Research and Evaluation will report to the Vice President of Policy and Research and lead Gakino'amaage: Teach For Canada's efforts in education research projects with First Nations, as well as an extensive survey portfolio. Specific responsibilities include:

- Manage departmental strategy to reach ambitious outcomes; this includes leading annual and quarterly reviews and planning of departmental objectives; reviewing and evolving departmental practices and policies using data and researched best practices; as well as developing and tracking the department's budget.
- Lead community-based research projects with community partners by implementing Gakino'amaage: Teach For Canada's Research and Evaluation Framework.
- Design and implement a research training program for youth and community members: participants develop skills related to defining a project, collecting and analyzing data, and report writing.
- Develop impact reports based on research projects and validate findings with First Nations community partners.
- Oversee the survey portfolio through the administration of 10+ surveys across the organization.
- Lead Indigenous data sovereignty at Gakino'amaage: Teach For Canada through the development and maintenance of a data portal, including oversight of the creation of data sharebacks for both internal and external audiences.
- Support the development of organizational logic models as applicable.
- Manage and coach Impact and Learning Manager and Coordinators to support and advance the goals of the department and the organization.
- Work with the Vice President of Policy and Research to develop new Impact and Learning strategies to support organizational objectives and First Nations partners' goals for education and evaluation needs.
- Collaborate with other departments to maximize Gakino'amaage: Teach For Canada's collective impact and ensure policies and practices are aligned.
- Perform other job-related duties as needed.



Your Fit

- **You are respectful of Indigenous cultures and histories:** You have a deep respect for the history, culture, and goals of Indigenous communities in Canada. You are able to apply the First Nations Principles of OCAP® and Gakino'amaage: Teach For Canada's Research and Evaluation Framework
- **You are resilient:** You are comfortable adapting to new situations. You are self-motivating and comfortable working to address challenges, even when the details are unclear.
- **You are emotionally intelligent:** You listen to different perspectives and treat everyone with humility, kindness, and respect.
- **You are a researcher:** You are intellectually curious and ask the right questions. You are able to correctly apply appropriate data collection, analysis, and reporting methods to achieve research goals.
- **You communicate clearly:** You write well and speak eloquently. You appreciate nuanced language that is inspirational and honest.
- **You are detail-oriented:** You believe that if something is worth doing, it is worth doing right – every single time. You plan ahead and proactively solve challenges.
- **You are tech savvy:** You are proficient with Microsoft Office, Google Suite and various survey tools, and learn new tech quickly.
- **You are highly organized:** You have strong time management skills and prioritize to plan effectively and meet competing deadlines.

Application Process

Please send a resume and cover letter addressed to Annie Halim-Paulionis at apply@teachforcanada.ca.

Gakino'amaage: Teach For Canada is an equal opportunity employer and is committed to building a diverse and inclusive team. As an organization that works with First Nations, we value Indigenous perspectives in the workplace and strongly encourage Indigenous candidates to apply.

Gakino'amaage: Teach For Canada welcomes and encourages applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the hiring process.