Job Title: Evaluation Leader

Department: BC Integrated Youth Services Initiative (BC-IYSI), Providence Health Care Research Institute

Reports to: Director, Operations and Planning, BC-IYSI

Location: St. Paul’s Hospital, Vancouver, BC

Full/Part-time: Full-time

Application Closing Date: Open until filled

How to Apply: Interested candidates should email their resume with cover letter to Karen Tee at ktee@bciysi.ca

Job Summary

Within the context of a client and family-centred model of care and, in accordance with the Mission, Vision, and Values, and strategic directions of Providence Health Care, the person promotes a safe, respectful, and civil working environment for patients, residents, families, visitors, and staff.

Reporting to the Director, Operations and Planning, the Evaluation Leader provides leadership in evaluation for the BC Integrated Youth Services Initiative (BC-IYSI) – an initiative with the goal of providing youth and young adults with enhanced access to integrated services, thereby easing transition points for youth and their families. The Evaluation Leader is responsible for developing and implementing the evaluation strategy and is skilled in developing evaluation plans and identifying indicators, data analyses, and reporting. Responsible for the planning and development of evaluation frameworks, as well as reporting requirements entailing the review of clinical, financial, human resources, and operational data. Prepares supporting documents, briefing papers, and strategic and tactical reports for submission to the BC-IYSI team. Provides leadership in research activities for the initiative. Works collaboratively with the Centre for Health Evaluation and Outcome Studies (CHÉOS) and the Michael Smith Foundation for Health Research (MSFHR), staff of the health centres, and other external stakeholders and partners in support of initiative.

Work Performed

1. Serves as the evaluation and research lead for the BC-IYSI, including the planning, coordination, and implementation of evaluation projects and research activities. Works collaboratively with CHÉOS and MSFHR on evaluation and research initiatives, as well as with other partners, including BC Centre for Disease Control, First Nations Health Authority, ACCESS Open Minds, headspace, and other international partners.

2. Develops evaluation plans by reviewing evidence-based literature, identifying stakeholders, developing logic models, identifying meaningful key performance indicators for structure, process, and outcomes, developing the research design and data collection methods, specifying data collection instruments, and developing data analysis plans for both qualitative and quantitative data.

3. Oversees development of the Minimum Data Set, and supports the Director, Operations and Planning, in the development of the data platform, and in supervising the activities of the data manager.
4. Monitors day-to-day aspects of evaluation including staff and stakeholder engagement and collaboration on evaluation development and implementation, data collection, collation, analysis, and reporting.

5. Conducts quantitative and qualitative data analyses, synthesizes and interprets data, develops written reports and presentations with stakeholder input, and presents final results to stakeholders as required.

6. Facilitates PDSA cycles, data interpretation, and use, in ongoing development and refinement of the integrated services model.

7. Develops or supports the development of research protocols and prepares or supports ethics and privacy applications for internally and externally generated research activities.

8. Other related duties as may be required.

QUALIFICATIONS

Education, Training and Experience
Graduate degree in evaluation or research-related science or social science discipline, plus five (5) years’ experience working in a health care environment, managing evaluations, performance monitoring, or quality improvement, or an equivalent combination of education, training, and experience.

Skills and Abilities
- Demonstrated knowledge of health research methodology, principles, and procedures.
- Demonstrated knowledge of outcome measurement tools and psychometrics.
- Demonstrated knowledge of evaluation processes including Logic Models, Performance Monitoring frameworks, impact analysis, and data analyses.
- Demonstrated ability in developing, managing and conducting evaluations at an organizational, community, and systems level.
- Demonstrated ability to lead system initiatives, including project planning and management methodologies.
- Knowledge of the delivery of care in a public health care system, government processes, and health authority structures and responsibilities.
- Excellent writing and verbal communication abilities and independent problem-solving and decision making skills.
- Ability to work with all Microsoft Office software, competency in a variety of data analysis and survey design software platforms (e.g. R, NVivo, FluidSurveys).
- Experience working with large data sets, and generating reports and materials that communicate findings to various audiences in an effective written, visual, and spoken manner.
- Ability to interact effectively with internal clients and external stakeholders.
- Skilled in leading and managing responsively in an environment of change and redefinition.
- Strong interpersonal skills, including facilitation and negotiation skills.
- Ability to work independently and manage complex multidisciplinary teams comprised of internal and external resources.
- Ability to plan, organize, and manage priorities to meet tight deadlines.

BC-IYSI hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. The BC-IYSI is strongly committed to diversity and welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, persons of any sexual orientation or gender identity, and others who may contribute to the further diversification of ideas. Canadians and permanent residents of Canada will be given priority.

Only candidates shortlisted will be contacted.