

RESEARCH SPECIALIST
WITH A FOCUS ON
CULTURAL DIVERSITY AND WELL-BEING EDUCATIONAL RESEARCH

Research and Analytics Department, Education Centre

\$72,086.00 per annum (starting rate non-negotiable)

SCOPE

Reporting to the Manager of Research and Analytics, you are responsible for providing specialized support in the area of Cultural Diversity, and Well-Being as it relates to educational policy and practice for our diverse population of staff and students.

DESCRIPTION OF POSITION

The research will focus on cultural diversity and well-being with added focus on conducting constructivist and qualitative research methodologies such as critical race theory, phenomenology, case study, ethnography, narrative inquiry, action research, critical theory and grounded theory to explore how diversity, ethnicity, religiosity, language, and socio-identity theories that intersect with educational policy and practice.

HWDSB is committed to improve the number of staff and students feeling safe, supported and accepted within our learning communities, and we need to be accurately capturing the voice and experience of all our learners through interpretation and understanding and conducting of culturally sensitive research.

DUTIES

- Mobilize knowledge of educational best practice in areas of mental health and well-being.
- Map local, provincial, national and global trends in areas such as cultural diversity, equity, immigration, or racialization.
- Provide expertise and advice on educational well-being and positive culture.
- Work as part of the Research and Analytics team to conduct specialized qualitative paradigms to address culturally sensitive questions.
- Support research activities for the purposes of advising on the development of policy or procedures in the areas of diversity and equity (e.g., ELL data, racialized groups, Indigenous people, or LGBTQ).
- Present at community or professional networking events in the area of well-being and diversity
- Work with community partners to facilitate knowledge and capacity in the area of positive culture, well-being and diversity.
- Facilitate groups and public consultations in collaboration with the Communication and Community Engagement Department.
- Serve as a member of the HWDSB Research Ethics Board.

- Liaise with the Learning Services, Specialized Services and Communication and Community Engagement Department on issue concerning well-being, diversity, culture, ELL, indigenous, or LGBTQ.

QUALIFICATIONS:

1. Graduate degree in Education, Psychology, Sociology or other relevant social sciences that includes a strong focus qualitative constructivist methodologies (minimum Masters degree required).
2. Extensive knowledge and demonstrated expertise related to policy and research methodology (design, ethics protocols and legislation, consent, academic writing, qualitative analysis, reporting). and fluency with related qualitative software (e.g., NVIVO/Atlas-TI).
3. Experience in a school board setting that reflects a working knowledge of education issues, policy, practice, and needs of school board stakeholders.
4. Superior project management and organizational skills.
5. Ability to manage sensitive and contentious information and data from particular groups or at the system level.
6. Excellent interpersonal, consultation, and oral/written communication skills, including proven ability to translate complex concepts for lay audiences.
7. Ability to work collaboratively within a team environment.
8. Proficiency in the use of computers, and, in particular, analysis, reporting and presentation software
9. Valid driver's license and reliable transportation is required.

ASSET QUALIFICATIONS

1. Experience with recent educational legislation, policy or research frameworks in the area of educational well-being and mental health.
2. Proficiency with a second language.

If you are interested, please submit a letter of application and curriculum vitae outlining how your qualifications and experience related to this opportunity.

Deadline for submission is **4:00 p.m. on Wednesday, November 29, 2017**

Please apply to: Leticia Goddard
Human Resources Officer
Hamilton-Wentworth District School Board
20 Education Court
Hamilton, Ontario L9A 0B9

Fax: 905-521-2543

e-mail: mycareerOCTU@hwdsb.on.ca

Please note job title in subject line of the email.

Applicants are thanked in advance for their interest in this position, however, only those scheduled for an interview will be contacted.

Accommodation for applicants is available in the recruitment process.