

Systems Change Program Evaluator

- RADIUS SFU
- Contract Total: \$26,000 + GST
- Contract Dates: July 2, 2021 - March 30, 2024

Position Summary

The **Refugee Livelihood Lab** (RLL) is a social innovation lab housed within RADIUS at the Beedie School of Business at Simon Fraser University. The Lab is part of a growing movement supporting deep shifts in the systems which govern our lives towards equity, dignity, and sustainability for all people and the planet. The aim of our work is to facilitate systems change towards migrant justice. We do this by building power with communities through leadership development, convening, and advocacy.

We are looking for an Evaluation Researcher(s) to join the RLL team and contribute to our action research, program evaluation, reporting and knowledge sharing efforts. Reporting to the RLL Manager, this position will guide the RLL team in designing multi-year, formative, developmental and summative evaluations of multiple community-based learning programs as well as overseeing the program's overall impact measurement.

RLL is guided by the principles of centering the leadership of impacted communities, addressing power skillfully, building transformational relationships, creating conditions for equity, and co-creating liberating new narratives that challenge social and economic myths about displaced and migrant peoples. It is essential that evaluative, impact measurement and reporting activities are grounded in these principles, are culturally and contextually appropriate, participatory, and apply a justice, equity, diversity and inclusion (JEDI) lens.

Duties & Responsibilities

- Review RLL material and data including program goals and objectives, past participant data, alumni feedback, funder evaluation requirements, and other RADIUS Lab documents and incorporate the information into planning, monitoring and reporting activities.
- Lead the extended RLL team through evaluation and systems-impact measurement planning exercises (e.g. Theory of Change, Outcome Mapping and/or Logic Model) that guides all phases of programmatic evaluation including design stage, monitoring stage, and evaluation stage while leaving

room for flexibility and adaptation.

- Host ongoing developmental evaluation meetings with the RLL team to rapidly reflect, learn and adapt to participant feedback and community needs.
- Attend and observe key milestones in the programs, for instance kick-off events, alumni gatherings and public dialogues and presentations, as needed.
- Design and lead case-study planning with participants including data collection, analysis and reporting.

Deliverables

1. With the collaboration of the RLL team, develop and complete one evaluation plan that identifies how RLL success will be defined and measured. This may include the refinement of RLL's plan for systemic change.
2. Based on the evaluation plan: design, facilitate, collect, and analyze data from the evaluation methods identified in the evaluation plan. This may include focus groups, key informant interviews, participant surveys, alumni surveys, etc. and report on key informant and focus groups interviews.
3. Produce various knowledge sharing pieces including a minimum of two case studies, two visuals such as infographics or data graphics, and two blog posts per year.
4. Produce a minimum of two reports annually: one internal and one funder-specific report. The internal report would ideally identify gaps and suggest remedies to improve programming efforts to better address the needs of participants, their communities and key stakeholders. We are looking for reports that are visually engaging and can reach a diversity of audiences.
5. Produce one final evaluation report that satisfies funder reporting requirements.

Desired Skills, Qualifications, and Perspectives

- Demonstrated experience with conducting systems change program evaluation
- Demonstrated experience with research, data collection, writing and qualitative analysis
- Ability to create and implement evaluation designs in ways that contextually assess participant learning and effectiveness.
- Deep understanding of power and systemic barriers impacting racialized migrant communities
- Knowledge of theory-based evaluation processes
- Excellent writing and communications skills
- Knowledge of refugee and newcomer issues and strong networks in this area
- Demonstrated commitment to values of justice and equity
- Experience in mobilizing impacted communities for systems change is an asset
- Lived experience of migration is an asset, with priority given to racialized and migrant candidates

How to Apply

Please send your cover letter and resume in a **single PDF attachment** to Nada El Masry, RLL Lab Manager at nelmasry@radiussfu.com by June 21, 2021.

RADIUS strives to build a team that reflects the diversity of the communities we work in, and encourages applications from traditionally underrepresented groups such as women, racialized people, First Nations, people identifying as LGBTQ2, and people with disabilities.

We will be in touch with you for an interview if your application is selected. We look forward to hearing from you.