



RADIUS

A Social
Innovation Hub

RADIUS SFU

Charles Chang Innovation Centre
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Vancouver, BC V6B 0P7

radiussfu.com

RADIUS Impact and Evaluation Lead

- Dates: June 1, 2022 - May 31, 2023 with potential to extend
- Compensation range: \$15,000 - 20,000 + GST
- Anticipated schedule: 5 days/month

Position Summary

Reporting to the RADIUS Associate Director, Operations, the RADIUS Impact Lead will develop RADIUS impact evaluation frameworks and activities. They will additionally implement all related evaluation activities within the Refugee Livelihood Lab and advise and support evaluation work in other portfolios as feasible. This position applies a Justice, Equity, Diversity, and Inclusion (JEDI) framework to all aspects of their scope of work.

Position Duties

1. Lead RADIUS impact evaluation and reporting strategy development:
 - Develop and support pan-RADIUS approach to using developmental, formative and summative evaluation strategies (each as appropriate) that can be used across the organization.
 - Help identify, clarify and prioritize key strategic questions related to RADIUS impact with leadership and program managers
 - Support annual evaluation and reporting on RADIUS impact.
 - Act as an advisor and support to multiple program teams with basic evaluation planning, coordination and execution to ensure a solid base of organization wide and consistent evaluation efforts.
 - Advise and support team on equitable, inclusive processes to collect, analyze and share meaningful program and service feedback.
2. Implement evaluation strategies within the Refugee Livelihood Lab:
 - Implement evaluation frameworks in collaboration with program managers.
 - Review program materials and data including program goals and objectives, past participant

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data, alumni feedback, funder evaluation requirements, and other documents, to incorporate the information into planning, monitoring and reporting activities.

- Lead Program teams through appropriate evaluation and systems-impact measurement planning exercises (e.g. Theory of Change, Outcome Mapping, 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 program teams 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.
- Ensure the work done in the lab is documented and replicable in other program areas, and that there is a feedback loop to the rest of the organization for this learning.

RADIUS is guided by our organizational **principles** and all duties are expected to be fulfilled in alignment with these principles, through strategies that support the redistribution of leadership, centering those who have been historically and persistently marginalized. It is essential that learning, 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.

Deliverables

1. RADIUS overall - with collaboration of the RADIUS leadership team and other staff as needed:
 - a. Produce one general evaluation and impact reporting plan that supports alignment and shared approaches across the organization.
 - b. Lead annual overall organizational impact evaluation and support production of annual impact report.
 - c. Provide advice and support for other program areas implementing evaluation plans, as capacity allows.
2. For Refugee Livelihood Lab (as a model for the organization):
 - a. With the collaboration of the RLL team and in alignment with the overall organizational strategy, develop and complete evaluation plan that identifies how RLL success will be defined and measured. This will include evaluation of systems change goals and impacts.
 - b. 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.
 - c. Coordinate with the Operations Team, including the RADIUS Knowledge and Network Engagement Lead and Communications Manager, in providing required data and relevant support for their goals of producing a minimum of two case studies, two visuals such as infographics or data graphics, and two blog posts related to the program.
 - d. Lead production of at least two evaluation reports annually: one internal learning and improvement focused report, to help the program team improve outcomes over time, including

systems change impact; one (in collaboration with the Partnerships Lead and Knowledge and Network Engagement Lead) for external audiences; and collaborate with the Partnerships Lead and Programs Team on any additional reporting specifically required for funders.

Desired Skills, Qualifications, and Perspectives

- Demonstrated experience with developmental, formative and summative evaluation methods
- 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 program effectiveness in adult learning environments
- Familiarity with systems change concepts and potential evaluation models for systems change/transformation/innovation
- Deep understanding of power and systemic barriers, particularly those impacting racialized communities
- Demonstrated commitment to values of justice and equity
- Excellent writing and communications skills
- Knowledge of various approaches to social change is an asset (including some of movement building and mobilizing impacted communities, social entrepreneurship, social innovation, or policy)
- Experience, knowledge and networks in some areas of RADIUS areas of work is an asset, particularly refugee and newcomer issues.
- Lived experience of migration is an asset.

How to Apply

Please submit your application by May 23, 2022 by emailing your cover letter and resume (in a single attachment) to hr@radiusfu.com.

RADIUS SFU is an organization committed to creating a just, equitable, diverse, and inclusive workplace for all. We are proud to have a team composed of leaders with rich and deeply rooted experiences in social change. We value the leadership of people who have been historically and systemically marginalized and strongly encourage racialized, Indigenous, and LGBTQAI2+ candidates to apply for the role.

About RADIUS

RADIUS is a social innovation hub based out of the Beedie School of Business at Simon Fraser University, on the unceded and traditional territories of the xwm̓θkw̓y̓m (Musqueam), s̓wxwú7mesh (Squamish), and sel̓ílwitulh (Tsleil Waututh) Coast Salish peoples. We believe in an economy that works for everyone—one that is just, inclusive, resilient, and sustainable. We work towards this vision by delivering programs that collaboratively develop, test, and accelerate innovative responses to tough social problems, and by offering educational opportunities that build the collective capacity needed to respond to the challenges of our time.