



Posting

Northside Rising

Collective Impact Research & Evaluation Lead

Title:	<i>Northside Rising</i> - Collective Impact Evaluation and Research Lead
Location:	North Sydney, Nova Scotia
Structure:	Open to individuals, consultants, organizations
Starting Date:	As soon as possible and no later than November 30, 2018

Background

The community of the 'Northside', a group neighbourhoods and former towns located on the north side of Sydney harbour within the Cape Breton Regional Municipality on Cape Breton Island is currently in the early phases of a growing community led initiative. An extensive community engagement effort in 2017 resulted in the decision to direct local action to take on the large and growing problem of addiction. Broadly, the initiative seeks to mitigate the causes of addiction, improve the delivery of addiction services and harm reduction techniques. The goal is breaking the cycle of addiction and so reduce or eliminate many ill effects it creates in the individuals and community fabric of the Northside. The actors working together to achieve this goal include residents with lived experience, a local support team, not-for-profits, government and business.

Residents and community have named this initiative *Northside Rising* to reflect the geographic area of the Northside and their collective desire 'Rise Again' as a healthy, whole community.

Northside Rising is using a **Collective Impact** approach to tackle complex social issues that cannot be resolved by working alone. Rather, the Collective Impact approach is designed from the principle that it will take the shared knowledge, experience and expertise of residents, government, not-for-profits and businesses working together, at the same table, to identify and try new approaches to tackle complex social and population challenges.

Northside Rising is integrated within a larger provincial initiative called *Inspiring Communities*, also designed to address complex social and population issues in other priority communities across Nova Scotia. Ongoing collaboration is taking place with the *Inspiring Communities* teams to ensure the ongoing sharing of learnings, data, resources and other assets that can strengthen new ways of working together.

Northside Rising is committed to the evaluation of the effectiveness of this Collective Impact effort as both the theory of change and the framework to guide the processes, support a new culture of working together, take action, learn and adapt. With this in mind, *Northside Rising* is seeking skilled, experienced and committed professional support to the ongoing evaluation and research for this initiative.

This opportunity is open for consideration by individuals, consultants, partnering organizations and our goal is to recruit for alignment to the following criteria:

Tasks and Responsibilities:

Northside Rising is seeking an **Evaluation & Research Lead** (the Lead) to support ongoing evaluation and research work in the Northside, one of three *Inspiring Communities* sites. The Lead will be responsible for the ongoing design and implementation of the *Inspiring Communities* Evaluation Framework, which uses a Collective Impact approach. There is unlimited opportunity to draw heavily from other more mature Collective Impact initiatives that are actively underway and communicating evaluation outcomes. Based on the developmental and innovative nature of this work, the Lead will be comfortable working within this context and will be able to bring education, experience and expertise to this emergent work.

It is anticipated that other related contract consultants may be needed in the areas of research, analysis, writing etc. and the Project Lead would work closely with the Lead to identify how best to structure these roles and relationships.

Reporting

Recognizing the very collaborative and peer leadership approach to *Northside Rising*, the Lead primarily reports to and collaborates with the *Northside Rising* Community Lead. The Lead will also work closely with the *Inspiring Communities* Evaluation team to support coordination and alignment of evaluation and research work across all *Inspiring Communities* sites, as well as integration and sharing of methodology and learnings that may be scaled in other communities across Nova Scotia.

The Lead will be “embedded” with the *Northside Rising* governance structures, including the Core Team and the Addictions Working Group. The Lead will also be responsible to identify and then work with other community, government and academic partners to support the collection, analysis and sharing of data.

Key Areas of Responsibility:

- Implement the Collective Impact Evaluation Framework for *Inspiring Communities* and *Northside Rising*, and in recognizing the developmental nature of the work to continually monitor, adapt and communicate learnings with stakeholders;
- Work with the *Northside Rising* Network help deepen knowledge and understanding about evaluation and collaborate to determine the most relevant (and limited) indicators and tools to track progress and results;
- Plan and lead the purposeful and systematic collection of data and information to track progress towards targets;
- Champion the holistic nature of research, data, story and evaluation to help all stakeholders better understand priority community issues and solutions;
- Support the ongoing communication with respect to what, when, how and why we are evaluating in the context of the phases of Collective Impact;
- Work, as an embedded evaluator, to role model and support a culture of relationship building and creating psychologically safe process and space for the diversity of stakeholders;
- Merge the worlds of data collection and storytelling to highlight and communicate key findings and celebrate the accomplishments of the collective work; and
- Represent *Northside Rising* and actively contribute at the Collective Impact Evaluation Committee co-chaired by *Inspiring Communities* and the Province of Nova Scotia.
- Actively participate in the Developmental Evaluation community of practice, co-chaired by *Inspiring Communities* and the Community Sector Council.

Required Skills and Experience

- An undergraduate degree (Masters preferred) in a relevant area (e.g., social sciences, public administration, community studies, management, etc.) with an emphasis on research;
- Minimum three to five years' progressive experience in a research and evaluation capacity across sectors (e.g., government, not-for-profit) is preferred;
- Understanding of social policy, government, business and community approaches;
- Strong interest and affinity to the Collective Impact approach and appetite to continually increase competence as a leader in this area of evaluation;
- Experience in developmental evaluation, theory and implementation;
- Demonstrated experience with basic quantitative statistical analyses;
- Proven ability to mobilize research knowledge for diverse audiences, including presenting and disseminating research results in clear, concise and compelling language; and,
- Demonstrated ability to use a variety of technical platforms and software programs to support research and data analysis

Competencies

- Energetic and critical thinker; innovative and pragmatic problem-solver;
- Empathetic and trustworthy with confidential information;
- Ability to work independently and take initiative;
- Exceptional oral and written communication skills;
- Strong interpersonal skills to establish and maintain effective relationships;
- Ability to adapt and manage an emerging agenda, changing deadlines and priorities; and,
- Current Criminal Reference and Vulnerable Sector Checks

Consideration given to an equivalent combination of skills and experience.

Hours of Work

- This work is emerging and evolving at all times, with some known timelines and others that will require the insight and knowledge of the Lead. This role requires a degree of flexibility, however hours of work and schedule to be mapped out monthly for mutual planning purposes.
- Generally, this role will require a minimum of 12-15 hours/week with some weeks higher based on the priority projects underway. As this position is “embedded” with the *Northside Rising* Team, there is a requirement to be available for flexible hours to accommodate community meetings.
- The *Northside Rising* office is located at 55 King Street in Sydney Mines. There is flexibility for working from a virtual office, provided the Lead participates in ongoing community meetings in person.

Preliminary Contract: This position is a one-year, renewable contract (contingent on funding).

Review of applications will begin on November 15, 2018 and continue until the position is filled.

Please send your cover letter and resume in one document, highlighting your education, skills and experience in alignment to the above criteria.

Attention: Dan Bunbury, Community Lead, *Northside Rising* dbunbury@inspiringcommunities.ca