



Inspiring Communities Digby

Contract Posting – Evaluation Lead

Title:	Inspiring Communities Digby Evaluation Lead
Location:	Digby, Nova Scotia
Structure:	Open to individuals, consultants, organizations
Starting Date:	As soon as possible and no later than January 28, 2019

Background

Inspiring Communities is a provincial non-profit organization that works with communities to achieve real and lasting change. Together with partners in the community, we find solutions to the challenges identified by communities through a collaborative approach known as collective impact. The work of collective impact is driven by the priorities and interests of the community. It is informed by research that helps us all to better understand complex social issues and ways to work together to resolve them.

Inspiring Communities has the support of eight provincial government departments and is currently working directly in three communities in the province: Dartmouth North; North Sydney/Sydney Mines (and surrounding area), and most recently, in English-speaking Digby County.

Digby has many strengths – including a strong sense of community and history, healthy fishery and tourism industries, as well as beautiful scenery.

At the same time, many residents of the Digby area experience challenges in having basic needs met. Digby is struggling in areas such as health care, education, poverty, job security, affordable housing and youth out-migration. These concerns are interrelated and have deep-rooted causes that cannot be effectively addressed by any one organization, government or individual.

By building on the strengths within the community and by working collaboratively over time, these issues can be addressed. It will, however, require the whole community to create solutions to these problems.

Inspiring Communities Digby – with the help of 27 community-based Research Assistants – recently completed a survey with over 800 residents about community strengths and concerns. The survey was the first step in an iterative community engagement process, which will include a series of community conversations and focus groups. The input from the community engagement process will help identify priority areas partners can work on collectively to improve life for people who live in Digby County.

Evaluation Lead

Inspiring Communities Digby is committed to the evaluation of the effectiveness of this collective impact effort in order to support a new culture of working together, taking action, learning, and adapting the way we work. We are seeking skilled, experienced and committed professional support for the ongoing evaluation of this initiative.

Tasks and Responsibilities:

Inspiring Communities Digby is seeking an **Evaluation Lead** to support ongoing evaluation work in Digby, one of three *Inspiring Communities* sites. The Evaluation 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 Evaluation Lead will be comfortable working within this context and will be able to bring education, experience and expertise to this emergent work.

Reporting

Recognizing the very collaborative and peer leadership approach to *Inspiring Communities Digby*, the Evaluation Lead primarily reports to and collaborates with the *Inspiring Communities Digby* Community Lead. The Evaluation 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 Evaluation Lead will be “embedded” with the *Inspiring Communities Digby* governance structures, including the Insight Team and any working groups. The Evaluation 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 evaluation framework for Inspiring Communities and *Inspiring Communities Digby*, and in recognizing the developmental nature of the work to continually monitor, adapt and communicate learnings with stakeholders;
- Work with the *Inspiring Communities Digby* network to 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 *Inspiring Communities Digby* and actively contribute at the provincial 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 Evaluation 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 8-10 hours/week with some weeks higher based on the priority projects underway. As this position is “embedded” with the *Inspiring Communities Digby* Team, there is a requirement to be available for flexible hours to accommodate community meetings.
- The *Inspiring Communities Digby* office is located at the NSCC campus, 87 Warwick St in Digby. There is flexibility for working from a virtual office, provided the Evaluation Lead participates in ongoing community meetings in person.

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

This opportunity is open for consideration by individuals, consultants, and partnering organizations.

Review of applications will begin on January 21, 2019 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: Jill Balsler, Community Lead, *Inspiring Communities Digby*
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