



Mi'kmaq Native  
FRIENDSHIP CENTRE



# EVALUATION LEAD

Inspiring Communities in collaboration with  
Mi'kmaq Native Friendship Centre on the Participatory City Wije'winen Project

October 2020

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Statement of Intention:

We are an equal opportunity employer; however, qualified Indigenous applicants will be given priority in accordance with the Aboriginal Employment Preference Policy of the Canadian Human Rights Commission. We encourage Indigenous applicants to self-identify in your covering letter or your resume.

# MEET PARTICIPATORY CITY WIJE'WINEN

[Participatory City](#) (PC) is a place making initiative developed in East London, UK, designed to enable citizen engagement and public participation in developing inclusive neighborhoods. Working with the Participatory City Foundation (UK) and the McConnell Foundation, a partnership of local actors has come together to explore the potential of a Participatory City Platform in K'jipuktuk/Halifax. The initial 12-month phase will include the development of a demonstration project, co-created by residents, which will lay the groundwork for the long-term development of a Participatory City framework that will reflect Halifax's unique contexts and communities.

In the urgent need to move on the Truth and Reconciliation Commission's Calls to Action and advance the process of reconciliation between Canadians and Indigenous Peoples, Participatory City Wije'winen aims to integrate with and reflect the vision and goals pursued by the Mi'kmaw Native Friendship Center (MNFC), as they realize their vision for a new Friendship Center in the North End of Halifax. *Wije'winen*, meaning Come With Us, expresses the sense of moving forward together. The MNFC is a core partner in respect to both the development and delivery of current and future phases and an area of Halifax's North End has been identified as a starting place for co-creation of the demonstration project.

We are seeking an Evaluator who will play a critical role in helping to define and support ongoing/developmental evaluation that considers diverse cultures and worldviews and is rooted in principle-based evaluation methods. A key focus of this work will be to think about how participants and all members of community are considered, engaged, and reflected in the initiative. The Evaluator will be employed by Inspiring Communities and will be supported by its Evaluation Team as well as an external Evaluation Working Group. They will work closely with the Program Director, Participatory City Wije'winen to ensure that monitoring and evaluation are a part of all on-going activities. We are willing to work with someone who wishes to build their evaluation capacity with coaching and peer support.

# MEET INSPIRING COMMUNITIES

Inspiring Communities is a not-for-profit organization committed to collective action for change. We work to shift how complex social problems are tackled to improve lives, strengthen communities, and change oppressive systems. Our strength lies in our diversity of thinking and experience, and our openness to opportunities for collaboration. We provide a nurturing environment to experiment with new approaches to solving social problems.

We do this by:

Providing practical support to a variety of social change initiatives in the region

Developing evaluation capacity and expertise in the field of systems change

Generating learning and networking opportunities for those working in the field

As part of our learning work, we will soon be launching a new online learning platform called Wayside, which will be a space for social innovators from across Atlantic Canada to take courses, connect, and collaborate. This will become a core part of our work supporting WeavEast, a growing network of changemakers from across the region.

# ABOUT THE OPPORTUNITY

The Evaluator will be responsible for the ongoing design and implementation of evaluation for Participatory City Wije'winen. They will work closely with Inspiring Communities and the external Evaluation Working group to develop and implement an evaluation approach.

## Key Responsibilities

- Develop and support the evaluation of the Wije'winen demonstration project, which aims to engage North End residents in practical neighborhood activities. This will include formal and informal meetings with residents, building partnerships within and across communities, and evaluating resident participation at every stage;
- Work closely with staff and elders at the MNFC to embed Indigenous knowledge and teachings into project approaches and activities as appropriate;
- Work collaboratively with Inspiring Communities' Evaluation Team and Participatory City Canada to adapt existing evaluation frameworks;
- Champion the holistic nature of research, data, story and evaluation to help all stakeholders better understand priority community issues and solutions;
- Role model and support a culture of relationship building and creating supportive process and space for the diversity of stakeholders;
- Co-lead the Participatory City Halifax evaluation working group;
- Support the development of a final report and other reporting needs as required;
- Incorporate learnings and best practices into evaluation planning for future phases of the work.

## Required Skills

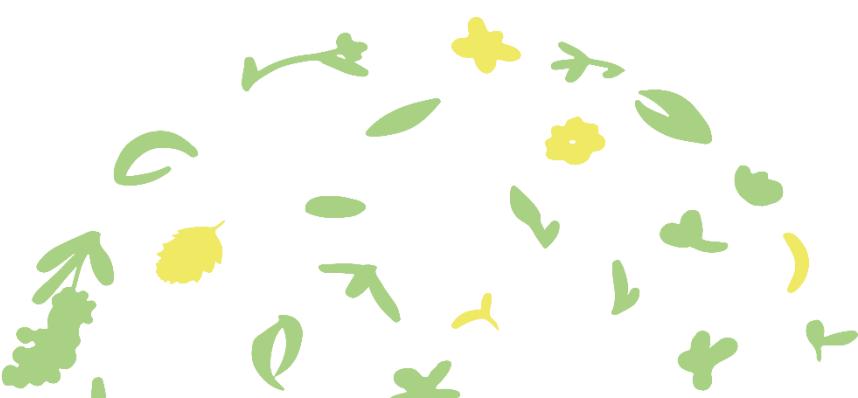
- An undergraduate degree in a relevant area (e.g., social sciences, public administration, community studies, management, etc.) or equivalent work experience;
- Demonstrated experience and/or interest in a research or evaluation capacity across sectors is preferred;
- Understanding of the principles of reconciliation, and history of Indigenous communities and teachings;
- Demonstrated experience in developmental evaluation (the selected candidate will have access to coaching and learning supports from Inspiring Communities);

- Experience in principle-based evaluation, theory and implementation would be a strong asset;
- Strong project planning and organizational skills – ability to manage multiple tasks, set goals and establish priorities in a timely manner;
- Practices and approaches in Community Development and the ability to work effectively with diverse groups and individuals to support inclusion, particularly in relation to Urban Indigenous and African Nova Scotian communities;
- A high degree of self-motivation, leadership and ability to excel in both team environments and independently;
- Demonstrated ability to facilitate community conversation, listen and respond to community issues and ideas;
- Excellent communication (written and verbal) and interpersonal skills and a passion for building relationships;
- Empathetic and trustworthy with confidential information;
- Energetic and critical thinker; innovative and pragmatic problem-solver;
- Consideration given to an equivalent combination of skills and experience.

### Hours of Work

This role requires a degree of flexibility, however hours of work and schedules are to be mapped out monthly for mutual planning purposes. Generally, this role will require 3 days/week (some evening or weekend work may be required) and will, at times, involve scheduling around the needs and availability of community members and the emerging projects. This is a 43 week contract.

There is flexibility for working from a virtual office, provided the Evaluator participates in ongoing community meetings in person, and is available to attend community events as needed. Otherwise, the Evaluator may work from the the Mi'kmaw Native Friendship Center (MNFC).



# ABOUT YOU

You are a skilled evaluator with experience leading and/or supporting participatory approaches and methods. You are comfortable leading others and are able to draw from the wisdom and support networks around you in order to do so. The strategic group is interested in design and engagement that is rooted in processes that foster a new culture of working together, taking action, learning and adapting. With this in mind, Inspiring Communities and Participatory City Halifax Wije'winen is seeking a skilled, experienced and committed professional to develop and support the ongoing evaluation for this initiative.

You are resourceful, collaborative, and possess strong communication skills. You are an active listener and a thoughtful evaluator. You possess strong facilitation skills and thoroughly enjoy working alongside community to surface interests and creativity that help spark positive, neighborhood level change. The ideal candidate would have close connections and strong relationships with residents and communities in the North End of Halifax, particularly Mi'kmaq and African Nova Scotian communities.

## SALARY & WORKING CONDITIONS

**Title:** Evaluation Lead, Participatory City Wije'winen

**Location:** Halifax (North End), Nova Scotia

**Structure:** Employed by Inspiring Communities, working as part of the Inspiring Communities Evaluation Team, in collaboration with Participatory City Halifax Wije'winen 3 days per week (some evening/weekend work required).

**Starting Date:** As soon as possible

**Remuneration:** \$25-\$30/hour @ 3 days/week

# How to Apply

To apply, please:

Please send your cover letter and resume in one document, highlighting your education, skills, experience, and interest in evaluation to: [hello@inspiringcommunities.ca](mailto:hello@inspiringcommunities.ca)

Review of applications will begin on November 12, 2020 and continue until the position is filled.

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All applications will be acknowledged. We will contact applicants who are selected for an interview.



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