

EMPLOYMENT OPPORTUNITY

Manager, Evaluation – Clinical Programs and Community Initiatives Provincial System Support Program (PSSP)

The Provincial System Support Program (PSSP) at the Centre for Addiction and Mental Health (CAMH) works with communities, service providers, government, and system partners, including Ontario Health's Mental Health and Addictions Centre of Excellence (CoE) to move evidence to action and create sustainable change in Ontario's mental health and addictions system. With expertise in implementation, knowledge mobilization, evaluation, equity, lived experience engagement, and data management, PSSP is on the ground across the province, collaborating with a wide variety of health and social care partners, to build a stronger, more equitable and more accessible mental health and substance use care system.

Position Description

PSSP is seeking a full-time, permanent Manager, Evaluation to lead the planning, implementation, quality assurance and day-to-day oversight of diverse evaluation projects. Working collaboratively with a range of project stakeholders and partners, the manager will bring an anti-racist and anti-oppressive analysis to their work as they form and facilitate governance structures and working groups, oversee the development of data collection tools and analytical approaches, and ensure that high-quality reports, briefing documents, and presentations communicate evaluative findings and/or progress on projects in accessible and engaging ways. The position will also oversee and provide technical support to staff, including managing complex data sets and maintaining oversight over all activities to inform, involve, consult, collaborate and partner with service users, people with lived/living experience, families/caregivers, communities, and other partners. This position requires demonstrated experience in using sociodemographic data to disrupt and demonstrate system impacts and outcomes for structurally marginalized populations and extensive knowledge of health equity theories, models, and frameworks.

The successful candidate will have experience with routine evaluation practices as well as a proven track record of developing and operationalizing evaluation projects in collaboration with community partners using participatory, equity-focused, and transformative evaluation frameworks and practices. The Manager, Evaluation will work to advance an evaluation culture that is grounded in anti-oppressive practice and responsive to the needs, concerns, and priorities of marginalized communities, service users, people with lived/living experience, caregivers and other partners. The candidate will be entering the organization at a time of rich transformation and will also play a key role in developing monitoring and evaluation strategies that move PSSP towards its equity/ARAO goals and supports PSSP to carry out its mission.

The Manager, Evaluation will support a healthy workplace that embraces diversity, encourages teamwork and complies with all applicable standards and requirements. **For this role, we strongly encourage applications from Indigenous, Black, and other racialized people who are reflective of intersectional experiences (i.e., 2SLGBTQ+, Muslim, neurodevelopmental differences, living with a disability, etc.).** This position can be located anywhere in Ontario.

Responsibilities

- Accountable for the development of evaluation strategies, frameworks, and questions that are intentionally designed to support the advancement of health equity.
- Oversee and provide technical support to staff on equity-centered evaluation projects, including maintaining oversight over all data collection and analysis processes.
- Accountable for embedding evaluation approaches with a transformative lens including but not limited to community-based, participatory, and/or other equity-focused evaluation methodologies.
- Develop and foster relationships with service users, people with lived/living experience, families/caregivers, communities, and service delivery partners that support meaningful engagement, consultation, and collaboration in evaluation projects.
- Lead the development of needs assessments, gap analyses, proposal development and project planning in alignment with the broader direction of the portfolio.
- Act as the primary liaison for all internal and external communications regarding equity-centered evaluative data and progress on evaluation projects led by the Equity & Implementation portfolio.
- Form and facilitate governance structures and evaluation working groups with various project stakeholders, communities, and other partners to support the design and implementation of evaluation strategies.

- Accountable for the development of high-quality reports, briefing documents, and presentations that communicate evaluative findings and/or progress on evaluation projects in accessible and engaging ways.
- Accountable for ensuring that evaluation projects reflect the needs, preferences, priorities, and experiences of marginalized communities in addition to other project partners and stakeholders.
- Skillfully analyze power differentials and link evaluation findings to actions intended to mitigate health inequities.
- Work collaboratively with the Operations Team to oversee budget development, planning, monitoring and reporting on key partner agreements, commitments, and work plans.
- Provide coaching, mentorship and performance development for staff including conducting performance reviews and performance plans.
- Oversee coordinated activities to inform, involve, consult, collaborate and partner with service users, people with lived/living experience, families/caregivers, communities, and other partners.
- Liaise with the Manager, Data Governance in the Data Systems Supports, Analytics, and Governance portfolio, and work collaboratively to develop data governance agreements and ensure evaluation data comply with data privacy legislation and best practices.
- Accountable for monitoring evaluation strategies to assess the movement of PSSP towards its equity/ARAO goals and supports PSSP to carry out its mission, in collaboration with the Manager, Equity & Engagement.
- Work collaboratively with management and senior leadership both within the Equity & Implementation portfolio and across PSSP to identify and assess the need for capacity building in order to develop and deploy optimum solutions to strengthen the application of equity-, anti-racism, and anti-oppressive practices within PSSP's evaluation work.
- Develop and strengthen relationships both within and beyond PSSP to support the meaningful integration of equity-centered evaluation and monitoring approaches and data collection tools.

Qualifications and Requirements

The successful candidate will have:

- A master's degree in health sciences, measurement and evaluation, public health, social work, psychology, and/or epidemiology (or equivalent education and experience)
- Formal education, training, and or certification in program evaluation as part of a Master's program or postgraduate certification. Membership in a recognized evaluation body preferred (e.g., Canadian Evaluation Society)
- Minimum 3-years managerial experience with preference given to experience supervising team members undertaking equity-focused work.
- Minimum 5-years demonstrated experience working to support the evaluation of complex interventions across a mental health, healthcare, academic, community-based or policy context.
- Demonstrated experience engaging marginalized communities, adults, youth, and families with lived experience of racism and other intersecting forms of oppression in a mental health/substance use context. Equivalent experience in another sector will also be accepted.
- Demonstrated experience working with community partners using community-based, participatory, equity-focused, and transformative evaluation frameworks and practices.
- Demonstrated experience in using sociodemographic data to disrupt and demonstrate system impacts and outcomes for structurally marginalized populations
- Strong working knowledge of data governance principles and frameworks (e.g., OCAP and EGAP)
- Strong working knowledge of one or more statistical packages (e.g., R, SAS or STATA and experience with qualitative software (e.g., NVivo).
- Extensive knowledge of (decolonial) health equity theories, models, and frameworks such as critical race theory, critical consciousness, community engagement, collective impact, cultural competency, anti-racism, anti-oppression, patient liberation, and others
- Strong understanding of issues related to structural, systemic, and institutional racism and oppression.
- Extensive content expertise in health equity and engagement, along with a track record of engaging others in open, meaningful and productive dialogue about equity, racism, and oppression.
- Excellent interpersonal, communication, and mentoring skills coupled with the ability to work effectively as part of a team.
- Bilingualism (English/French) is considered an asset.

Vaccines (COVID-19 and others) are a requirement of the job unless you have an exemption on a medical ground pursuant to the Ontario Human Rights Code.

PSSP strives to create a diverse, inclusive, accessible, and equitable workplace where all employees, irrespective of their gender, race, ethnicity, national origin, age, disability, sexual orientation or identity can thrive. For this role, we strongly encourage applications from Indigenous, Black, and other racialized people who are reflective of intersectional experiences (i.e., 2SLGBTQ+, Muslim, neurodevelopmental differences, living with a disability, etc.).

Please Note: This full-time, permanent position is NOT part of any bargaining unit.

Salary Range: Competitive salary and benefit package

CAMH is a Tobacco-Free Organization.

CAMH is fully affiliated with the University of Toronto and is a teaching hospital and research institute. As a CAMH employee you will be expected to actively support CAMH's teaching and research activities, in addition to supporting the clinical work of the hospital.

At CAMH, we strive to be an equitable and inclusive employer. Our commitment to equity is grounded in an institution-wide commitment to achieving a working, teaching, and learning environment that is free of discrimination and harassment.

CAMH actively seeks candidates from First Nations, Métis, and Inuit, racialized and LGBTQ2S+ communities, women, and people with disabilities (including people with who have experienced mental health and substance use challenges).

We encourage people from all backgrounds to apply to our positions. We thank all applicants for their interest, however, only those selected for an interview will be contacted. Please inform us if you require accommodations during the hiring process.