

**Evaluation Lead – Ref. No. 21036**  
**Research and Evaluation**  
**Full-Time | Permanent**

**The Alex: Changing Health. Changing Lives.** The Alex Community Health Centre is a not-for-profit organization that is changing how we look at health care in Calgary. Our health, housing and food programs support our most vulnerable neighbours, tackling tough health and social issues head-on. Using a multi-disciplinary team approach, we focus care on assessment, intervention, and promotion of all aspects of health. We embrace a model of health care that is accessible, responsive, and participatory. In addition to the Community Health Centre, we run a Seniors Health Centre, a Youth Centre, two Mobile Community Health Buses, one Dental Health Bus, four Housing First Programs, and a Community Food Centre.

**What we do and why we do it:**

The Research and Evaluation Department supports the implementation of a long-term strategic evaluation plan that measures outputs, outcomes, and impact for both internal program improvement purposes and external reporting purposes; administers tools and practices for measuring impact to ensure cohesive, consistent, high-quality data collection and analysis; and implements the vision for the organization's overall research agenda and research studies and reviews, approves, and supports externally-driven research projects.

Reporting to the Director of Strategy, Research and Evaluation, the Evaluation Lead supports internally- and externally driven program evaluations and quality improvement initiatives and, sometimes, research studies and applied research initiatives. The position requires involvement in multiple projects. Peak periods of the year may be stressful due to high work volume and competing demands. This is a full time, permanent position.

**What you will do:**

- Contribute to the development of program evaluation frameworks and conduct or oversee evaluations, including quantitative and qualitative data collection using a range of approaches
- Manage and merge large, messy databases from both internal and external sources
- Analyze data, sometimes using advanced techniques, and present findings in multiple, accessible forms
- Complete literature reviews to identify effective approaches and to inform evaluation frameworks and funding applications
- Assist with reports and knowledge-based funding applications for funders and a range of other stakeholders
- Supervise summer students, practicum students, and research assistants

**What you bring:**

- Graduate degree in the social sciences, public health, or a related field; Ph.D. is an asset
- Proficient in advanced statistical techniques and concepts and high skill level with applications, including SPSS
- Experience with large, complex, messy datasets
- At least three years' experience in quantitative and qualitative program evaluation with non-profit organizations and/or government agencies in the human services sector
- Mid-level experience with experimental, quasi-experimental, and non-experimental evaluation designs and realist evaluation
- Familiar with evaluation tools (e.g., theories of change, evaluation frameworks, validated instruments)

## What you bring continued...

- Experience administering focus groups and individual interviews is an asset
- Proven ability to effectively communicate (both orally and in writing), exercise sound judgment, ask questions and be open to the input and decisions of others
- Able to collaboratively lead, solve problems, make decisions, and manage change
- Able to be flexible and to effectively manage multiple priorities in a frequently changing environment
- Some supervisory experience is required
- Able to work with limited supervision and high levels of initiative
- Strong project management and organizational skills
- Commitment to improving the lives of those we serve. Some subject area knowledge about vulnerable populations and social and health issues is required
- General proficiency with Microsoft Outlook, Word, Excel and PowerPoint is required
- Non GDL class 5 driver's license, clean driver's abstract, personal vehicle that can be used for work purposes, and \$2 million in liability coverage is required
- A satisfactory vulnerable sector clearance and child welfare intervention check is required
- Knowledge of the United Nations Declaration on the Rights of Indigenous People (UNDRIP) and the Truth and Reconciliation Commissions (TRC) 94 Calls to Action is considered an asset

## Why you want to work with us:

The Alex is an innovative and diverse organization that seeks to invest in its employees and see them succeed in their chosen careers. If you are seeking a deeply rewarding, yet challenging career helping Calgary's vulnerable populations, this might be the place for you!

- Three paid weeks of vacation
- Paid wellness and personal days
- Group benefits after three months
- RRSP Matching after six months
- Reimbursement of professional designation fees
- Investment in professional development
- Health and Lifestyle Enhancement benefit

## How to apply:

If you are as passionate as we are about making a difference in people's lives, please submit your resume to [jobs@thealex.ca](mailto:jobs@thealex.ca) and be sure to include the job title and reference number in the subject line. This job posting will remain open until a suitable candidate is found.

For further information about The Alex and its programs, we encourage you to visit our website at [www.thealex.ca](http://www.thealex.ca)

*We thank all applicants for their interest, however, only those selected for an interview will be contacted.*