



4Rs Youth Movement is Hiring!

Could you be our new Evaluation Coordinator?

Apply by August 5th, 2018 12 PM EST, for an opportunity to join the team!

Desired start date: September 1st, 2018 through to March 31st, 2020

Location: Flexible within Canada

The opportunity . . .

4Rs is looking for an experienced evaluator who can lead us in a process of reflection, harvesting, sense-making, and habit shifting.

This posting for Evaluation Coordinator, is an invitation to join a community of young people working to engage in self-awareness and reflection, and reimagine the process of reconciliation through the lens of authentic relationship building, critical dialogue and collaborative leadership that centres the needs of Indigenous people. This role will immerse you in a generative, iterative, curious and difficult, sometimes painful process. It will require you to be gentle, and patient with yourself, to learn with others, to lead together, to challenge and be challenged, to stumble and get back up. With your help we can create spaces where young people can tend to spirit, build inclusion, take time for ceremony, reflection and self-care, and remind each other to laugh, play, sing and dance all while contributing to decolonization in Canada.

A bit of background

The 4Rs Youth Movement has evolved over the past 4 years as an Indigenous youth-led, settler supported, national collaborative, seeking to change the country by changing relationships between Indigenous and non-Indigenous young people. In the 4Rs Framework for cross-cultural dialogue, we use a metaphor of a garden to help us imagine a process of reconciliation together as individuals, communities and Canada as a whole. Recently, 4Rs has been experimenting with alternate approaches to evaluation that are inspired by Indigenous traditions of story telling and saving seeds. There is so much knowledge that exists in these practices and we are looking for ways these lessons can inform the work that we are doing to grow new relationships between Indigenous and non-Indigenous peoples.

Our hope is to grow our collective capacity and strategically weave together networks of awesome people, organizations and movements contributing to a healthier ecosystem for young people engaging in decolonization & reconciliation work. It feels important to push back against “reconciliation” as a buzzword, knowing the purpose and intent of our actions will live on beyond a political or program mandate. Reconciliation is still so new to Canadians, and engaging in meaningful cross-cultural dialogue, while often beautiful and transformational, is also painful, difficult and messy. So it is not only what we do but also how we do it that will create the most change. This means at times, challenging the ways of working, and the systems of power that reinforce an unacceptable status quo for Indigenous people.

What is the role of the Evaluation Coordinator?

The role of the Evaluation Coordinator will be to make sense of and communicate about the insights that emerge from the experiences of 4Rs this year including our work as a team, in communities, with allies and partners, and in the systems we might find ourselves intervening in. Working with a group of youth evaluators and storytellers, you will help 4Rs to save the “seeds” that are important for ourselves, our communities, our spirits and the land. The Evaluation Coordinator will report to the 4Rs Executive Director, and will work closely with all members of the 4Rs team. This position will be responsible for the following:

- Build and implement evaluation plans for work connected to our experiences as a staff team, our National Learning Community (NLC) programming, as well as for the system change initiatives we are involved in, using a variety of different evaluation tools that are relevant to the context and to those contributing to the process (such as storytelling, developmental evaluation, theory of change, formative & summative etc.).
- Help to recruit, and oversee the work of a small team of community researchers and storytellers.
- Coordinate the collection and management of qualitative and quantitative harvests (e.g., stories, survey development, data storage and quality assurance, coding, analyses, data visualization).
- Identify patterns that are emerging in the words, actions and behaviours of the harvests - both spoken and unspoken in this work, synthesizing key concepts, insights into digestible pieces, shared in different formats.
- Undertake ecosystem research in order to make connections to other patterns unfolding in the broader ecosystem in which 4Rs is doing its work. Digging deeper into practices of other movements and organizations which may inform our work.
- Identify the need for internal policies to support the work of the movement relevant to the Evaluation Coordinator role and activities, and works with the Executive Director to develop them.
- Prepare evaluation materials (e.g., consent forms, evaluation tools, and presentations).
- Translate spoken thoughts and ideas into a concise story that uses the gathered information to tell the story of what the team has found out in report form for funders, partners, etc.
- Track and monitor budget components related to program expenditures, creates monthly reports on the status of accounts payable for the program.
- Work with the 4Rs staff team to provide an Indigenous/reconciliation lens to the evaluation of our partner’s initiatives.
- Help to build capacity for youth-led research and evaluation within 4Rs. Introduce a culture of reflection within the 4Rs Homebase team as well as within our National Learning Community program, developing a container for facilitating reflection/debriefs at key milestones in our journey.

Who are we looking for?

We believe that lived experience and professional development are just as important to weigh in terms of finding the right person for this position. An optimal person for this role is someone with 2-3 years of experience evaluating in youth engagement and/or community development work, a strong understanding and application of a diversity of evaluation methods and frameworks, and a postsecondary degree in a complementary field. With that in mind, we are looking for someone who . . .

- Has lived experience, or as an ally, a strong understanding of First Nation, Métis, and Inuit peoples, communities and culture and engaging in evaluation respectfully in these communities;
- Has experience developing, managing and conducting developmental, formative and summative evaluations in a variety of settings;
- Can demonstrate their ability to manage, organize and synthesis large amounts of qualitative and quantitative data;
- Is a skilled listener and facilitator;
- Is passionate about building meaningful, authentic relationships as a foundation for making social change;
- Is curious by nature, excited to think in new ways and try new approaches, understanding the power of asking good questions;
- Naturally makes connections between people, ideas and systems.
- Is skilled at integrating values and meaningful transformation into the design of what they do.
- Has a project management style that fosters shared leadership, strong team participation and productivity, emphasizing the values of respect and mutual accountability.
- Is reliable, detail-oriented, and organized, implementing programs while synthesizing what they're learning and make changes as they go.
- Is able to work effectively under tight deadlines, juggling multiple priorities and deliverables simultaneously while applying good time management;
- Is comfortable working in dynamic environments with fluctuating and flexible work hours, working independently without daily support or a lot of structure;
- Can travel far and wide across Turtle Island

We would be really impressed if you have....

- Experience working within a decolonized, anti-racism and/or anti-oppression framework;
- A second language!
- Experience in planning, writing, editing, and production of newsletters, website content, social media posts, funding reports etc, using Adobe Design Suite (InDesign, Photoshop, Illustrator)
- Experience with Wordpress.

Interested in Joining the Movement?

This position offers competitive compensation, great opportunities for learning, travel and a chance to do something meaningful. The location for this position is flexible within Canada. We are an equity opportunity employer that encourages Indigenous people, members of the LGBTQ2S+, racialized, newcomer communities, people of all genders and abilities, and members of other under-represented communities to apply.

How to Apply . . .

Applications close Sunday August 5th, 2018, 12 AM EST and should be submitted by email to jessica@4rsyouth.ca with a cc to shazlin.ar@gmail.com, along with the following information:

- Subject line: Application – Evaluation Coordinator [Your Name]
- A letter/poem/story/video to the 4Rs Hiring Committee that helps us to understand why you are interested in joining our team. Please include a reflection on a moment of learning or transformation you have experienced and how it might help you to navigate the opportunities and challenges with this role
- Your resume!
- Three (3) references including contact information

We appreciate all applications, but only those shortlisted will be contacted.

For more information visit www.4rsyouth.ca