



Research and Policy Analyst

For the of development of the Intersectional Feminist Justice Research and Organizing Collaborative

Six month contract position (with possible extension)

Battered Women's Support Services (BWSS) seeks a Research and Policy Analyst for the of development of the Intersectional Feminist Justice Research and Organizing Collaborative.

Intersectional Feminist Justice Research and Organizing Collaborative (IFJROC) brings together researchers, academics, data and policy analysts, students and community organizers to provide critical research, data, policy and strategic support for the ending violence, gender equity and social justice movements.

IFJROC builds on the long tradition of movement-driven, community-derived research and uses an explicit decolonial, anti-oppression and racial justice lens. The IFJROC will provide critical data, research and policy analytics to grassroots and community-based organizing campaigns.

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- Comprehensive research
- Rapid response data and analysis
- Program and systems evaluations
- Policy analysis

The Research and Policy Analyst serves as a bridge for grassroots and community organizing groups to the world of data, policy and research.

The Research and Policy Analyst will conduct research on policy and practice in community-based responses to addressing gender equity, gender-based violence, and write reports and informative materials that create new

knowledge as well as summarize and synthesize existing research to support grassroots and community-based organizing campaigns to address gender equity and gender-based violence from an intersectional feminist, anti-oppression and decolonial perspective.

The Research and Policy Analyst will conduct research on issues of gender-equity and gender-based violence policy and practice for grassroots and community-based organizing groups across Canada.

The Research and Policy Analyst will plan, develop, manage and provide authoritative information on research funding opportunities and administrative processes. This involves setting priorities and goals for each funding opportunity, establishing support processes, and advising on eligibility criteria, deadlines, submission processes, budget requirements and other important details regarding internal and external research opportunities.

Responsibilities include, but will not be limited to:

- Working with identified leads to develop and expand IFJROC.
- Rapid analysis of gender-equity and gender-based policy to support organizing campaigns in real time, produced within a few days, weeks or months for immediate use in campaign events.
- Original research driven by parent, youth and community concerns and insights.
- Qualitative research conducted through interviews, surveys, focus groups, participatory action research, or other methodologies.
- Extended policy reports that highlight issues of gender equity and gender-based violence and/or propose evidence-based policy solutions.
- Development of tools, fact sheets, webinars, infographics and other formats for presenting information in engaging and accessible ways to multiple audiences.
- Collaboration with grassroots and community organizing groups to identify and define research and policy needs.
- Presentation and discussion of policy and research with organizers and grassroots and community leaders on conference calls, in community meetings, in webinars and other formats.

Qualifications

The successful candidate should have:

- Excellent writing, research, and communications skills.
- Experience with conceiving, developing and producing policy reports.
- Ability to explain complex issues in clear, simple language accessible to multiple audiences.
- Experience working with diverse constituencies and communities, including people of diverse racial, cultural, class and linguistic backgrounds.
- Experience with and knowledge of critical issues and data in gender equity, gender-based violence from an

intersectional anti-oppression feminist and decolonial framework.

- Ability to manage timelines independently and effectively.
- Ability to research, identify and qualify funding opportunities from corporate, foundation, and government sources.
- Experience working collaboratively as part of a team and independent environments.
- Capacity to manage multiple projects simultaneously.
- Proficiency with multiple presentation technologies and software for creating data visualizations, infographics and webinars.
- Graduate or undergraduate degree and/or four to six years of combined education and experience conducting research and policy analysis.
- Demonstrated ability to make effective presentations is essential.
- Demonstrated ability to effectively manage multiple tasks and priorities.
- Demonstrated ability to lead workshops for small to large groups.
- Demonstrated ability to act as a liaison with funding agencies and gather further program information.
- Demonstrated ability to exercise tact and discretion.
- Demonstrated ability to develop and maintain working collaborative relationships.
- Demonstrated ability to initiate, develop and lead new projects.
- Demonstrated ability to analyze and interpret various forms of data, determine implications, and provide recommendations.
- Demonstrated ability to exercise sound judgment.
- Demonstrated ability to communicate effectively, verbally and in writing, and to summarize relevant information in a clear and succinct manner.
- Demonstrated ability to identify, analyze and resolve problems.
- Demonstrated ability to manage complex projects, to prioritize and work effectively under pressure.

Application Instructions:

Submit a cover letter, curriculum vitae or resume, and at least one letter of recommendation to email address strategicinterventions@bwss.org

Review of applications will continue until the position is filled. No phone calls please.

Equity and diversity centred in this call and represent research and policy excellence. An open and diverse community fosters the inclusion of voices that have been underrepresented or discouraged including Indigenous, Black and people of colour. We encourage applications from members of groups that have been marginalized on any grounds enumerated under the B.C. Human Rights Code, including sex, sexual orientation, gender identity or expression, racialization, disability, political belief, religion, marital or family status, age, and/or status as a First Nation, Metis, Inuit, or Indigenous person.