Position Profile

Job Title: Program Evaluator (Mixed Methods)

Department: Families

Division/Branch: Corporate Services / Social Innovation Office (SIO)

Location: Winnipeg, Manitoba

Classification: Statistical Analyst 3 (SS3)

Employment Type: Regular Full Time

....

The Social Innovation Office is hiring a talented Program Evaluator to join their interdisciplinary team to support government in solving some its most complex social and environmental challenges.

The Manitoba government is emerging as a national social innovation leader and the creation of a dedicated Social Innovation Office (SIO) shows strong commitment in advancing social finance and social innovation in Manitoba. The SIO, in this role, is looking at new ways of solving complex problems and working to bolster the capacity of other departments to engage in meaningful, innovative and solution-oriented approaches with the goal of improving the lives of all Manitobans.

The Program Evaluator uses a strong customer-centred approach, and is expected to have strong evaluation and data expertise, and operate collaboratively to help the team and government achieve their overall goals.

What we offer:

- Be part of a driving force behind evidence and data-informed decision making and evaluation in government.
- Use data to inform policies that make a real and positive difference in the lives of Manitobans.
- Work within an innovative and supportive team.
- Work with diverse and unique data not available in any other sector.
- Exposure to a diversity of social finance and innovation projects across multiple government departments.
- The Manitoba government has a comprehensive compensation and benefits package, which includes extended health care, health spending account, dental care, vision care, long-term disability insurance, group life insurance, maternity/paternity leave, family related leave and a defined pension plan.
- Training and career development opportunities are also available for employees.

Position Overview

The Program Evaluator develops and completes data-driven projects to support evidence-informed innovation projects for partner departments, drawing on their advanced knowledge of and experience with complex statistical methods and research design. The Program Evaluator is the technical lead on specialized, complex projects that include qualitative and quantitative data analysis; offers advice on evaluation approaches; facilitates evaluation discussions and leads evaluation working groups with partner organizations.

The Program Evaluator will:

- Act as the senior technical lead on social finance, and create and implement mixed-method evaluation and research frameworks and develop statistical modelling for policy and program questions.
- Collect, clean and code large amounts of data from multiple sources and databases. Administrative data often has a complex data structure.
- Tell a story with data; clearly communicate relevant policy findings from quantitative and qualitative analyses in a non-technical fashion, with a focus on actionable implications
- Build government's capacity to implement value-for-money and other relevant evaluation frameworks by working in partnership with government and external partners to learn and apply evaluation techniques to address the needs of departments.

Qualifications Overview:

The successful candidate will possess the following:

- Advanced postgraduate education (Master's degree or higher) in Social Sciences with a strong background in quantitative and qualitative methods, or other related discipline. An equivalent combination of relevant education, training and experience may be considered.
- Extensive experience designing and executing evaluation projects with qualitative and quantitative data, leading mixed methods research projects with diverse and complex data sets that require significant cleaning and management, and designing and executing predictive analytics.
- Strong verbal communication skills to convey complex materials for a variety of audiences in non-technical language.
- Strong written communication skills to convey complex materials for a variety of audiences in non-technical language and using data visualization.
- Strong interpersonal skills to foster positive collaboration and build strong working relationships with stakeholders.
- Experience translating policy and program based questions into questions that can be answered with data.
- Excellent critical thinking, leadership, problem-solving and consulting skills.
- Strong political acumen skills and ability to operate within a complex policy environment.
- Ability to work independently and in a team environment on complex projects, with multiple competing pressures and deadlines.
- Proficiency with Microsoft Office Suite (Excel, Word, PowerPoint, Outlook) and experience with multiple statistical software and languages (e.g. SAS, SPSS, STATA, R or Python).

Desired Qualifications:

- Member of the Canadian Evaluation Society.
- Experience working with Indigenous-led organizations and Indigenous-led programs to co-develop evaluation outcomes and metrics.

The Manitoba government recognizes the importance of building an exemplary public service reflective of the citizens it serves, where diverse abilities, backgrounds, cultures, identities, languages and perspectives drives a high standard of service and innovation. The Manitoba government supports equitable employment practices and promotes representation of designated groups (women, Indigenous people, persons with disabilities, visible minorities).

Employment Equity is a factor in selection for this competition. Consideration will be given to Indigenous people, and persons with disabilities.

Your cover letter, resumé and/or application must clearly indicate how you meet the qualifications.

Innovation in the Government of Manitoba

Innovation and collaboration are essential to achieving scalable impact. That's why the Social Innovation Office was founded in 2020.

We mobilize business and private capital to produce social and environmental outcomes with an economic return. We create new funding models that channel money to projects, communities, and people in need, bringing stakeholders together to work on society's toughest problems.

Above all, we connect people. We connect the public, the private, the non-profit and the charitable sectors — and draw them together to make social progress.

About the Government of Manitoba

The Manitoba government offers rewarding careers to its employees who deliver hundreds of programs and services to the public. The government has a wide variety of departments, reflecting over 700 different types of jobs, located in communities across the province.

We are an employer that has a commitment to integrity, respect, diversity, inclusion and advancing reconciliation. In 2019, the Manitoba government has once again been selected as one of Manitoba's Top Employers, one of Canada's Top Employers for Young People and one of Canada's Best Diversity Employers. The Manitoba government has a committed, caring and creative workforce that is passionate about contributing to and improving services to our communities and the lives of Manitobans.

About Manitoba

The province of Manitoba is home to almost 1.3 million people who have a well-deserved reputation for being among the friendliest in Canada. No matter what your interests are, Manitoba offers everything from Polar Bear expeditions to gallery tours.

Our capital city, Winnipeg, has a population of over 700,000 and is located at the geographic centre of North America. Home to the world-renowned Royal Winnipeg Ballet, the Canadian Museum for Human Rights and the NHL's Winnipeg Jets, Winnipeg is one of Canada's most historic and beautiful cities.

Offering you four distinct seasons and the highest number of sunlight hours in Canada, you are guaranteed to find the life you're looking for in Manitoba.

Come see for yourself!