

Job Posting: Research Associate

Job Title: Research Associate

Department: Research and Knowledge Mobilization Team

Posting Date: May 2, 2024 - until filled

The [Schlegel-UW Research Institute for Aging](#) (RIA) welcomes applications for a cohort of Research Associates to support a 2-year research and evaluation study of the [Living Classroom](#) (LC) initiative in Ontario. The LC is a partnership model that integrates experiential education into long-term care (LTC) to support workforce development in senior living. Through this model, students, faculty, and those living, visiting, and working in LTC engage in a culture of shared learning.

The RIA aims to recruit up to three researchers in the creation of an interdisciplinary research team with overall competency in a range of research perspectives and methodologies including implementation science, evaluation, quantitative methods and qualitative methods. The research team will be further supported through collaborative engagement with internal and external program partners and government funders. Co-developed research aims will focus on understanding the implementation and impact of the LC program in supporting recruitment and retention of trained personal support workers (PSWs) in LTC, considering individual, organizational and systemic-level barriers and facilitators.

Terms and Compensation:

- Part-time or full-time options available (3-5 days per week)
- Hiring range: \$55,000 - \$65,000 annually based upon full-time hours of 40 per week (plus optional benefits)
- Start date: June - September 2024 (flexible)
- Fixed-term contract until March 31, 2026
- Benefits: hybrid working options available, optional benefits available

Key Accountabilities:

1. **Research and Evaluation Development:** Work collaboratively as part of a research team to co-design an interdisciplinary mixed-methods research and evaluation study with other researchers, key partners, and RIA team. This will include development of methodologies, identification and development of data collection tools with the goal of understanding the effect of the LC model on recruitment and retention of PSWs in the LTC sector.
2. **Research and Evaluation Implementation:** Support the collection (i.e. surveys, interviews, focus groups), cleaning and analysis of all project data.

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Work closely with the project team to evaluate and adjust implementation to achieve strong participation and ensure confidence in research and evaluation outcomes. Monitor project progress and problem solve through solutions and corrective actions, when necessary, to achieve results within project timelines.

3. **Partner Engagement:** Engage with key partners including PSWs, education institutions and LTC homes to better measure and understand the factors that lead to attrition and reduced retention of PSWs in the LTC sector. Participate in meetings with internal and external staff and partners to support a collaborative approach to the research and evaluation e.g. seeking feedback and sharing updates and findings.
4. **Communication and Reporting:** Lead research and ensure deliverables, including recommendations regarding the spread of LCs, are reported both internally to the RIA and externally to key partners and government agencies. Support the preparation of internal and external reports, publications, and presentations in a matter that is most effective for the target audience. Support the sharing of updates and results through knowledge mobilization products and events.
5. **Other:** Performs additional tasks, as assigned, by the Manager or Director, Research and Knowledge Mobilization. Other tasks as assigned.

Position Requirements

Education:

Doctoral degree preferred, Master's will be considered, in a relevant discipline (Gerontology, Health Sciences, Public Health) with a focus on aging, qualitative/quantitative, implementation sciences, evaluation and/or mixed methods research.

Skills and Experience:

- Experience in mixed methods and/or qualitative, quantitative or implementation science, including knowledge of evaluation techniques.
- Experience in the field of gerontology with a focus on enhancing the quality of care and life of older adults.
- Understanding of LTC and issues related to recruitment and retention within LTC is an asset.
- Experience in collaborating and engaging with older adults and their care partners, individuals with lived and living experience, researchers and community organizations.
- Experience tailoring messaging and developing knowledge mobilization products for different audiences, including government and community organizations, people with lived and lived experience and the general population.
- Excellent written and oral communication skills.
- Ability to adapt to change and manage competing priorities.
- Self-starter with a proactive attitude who can anticipate needs with strong organizational skills.

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- Experience and fluency using Microsoft and Google Workspace products.
- Fluent in English. Fluency in French is an asset but not required.
- Must have a valid driver's licence and be available for occasional travel throughout Ontario.
- Eligible to obtain a police background/criminal record check.

Scope of Work:

- **Interpersonal Skills:** Communicates effectively with internal team members and external partners; professionally represents the RIA in all communications and at events.
- **Level of Responsibility:** Responsible for ensuring the effective and efficient implementation of the project in alignment with the goals and objectives.
- **Decision-Making Authority:** Accountable to make operational decisions for the day-to-day operations of the project with support from the supervisor.
- **Physical and Sensory Demands:** Minimal demands, typical of a position operating within an office environment; periods of extensive sitting at a desk and in meetings and concentrated use of visual senses; substantial repetitive keyboard/mouse movement; high sensory demands because of required concentration and attentiveness to detail and regular distractions and interruptions.
- **Working Environment:** Much of the time is spent sitting in a comfortable position with frequent opportunities to move about. Office is located in a comfortable indoor area and options for hybrid work are available for this position. The work is varied and assignments may change frequently. Work will involve regular interaction with RIA team members and external partners and collaborators. There are deadline pressures, while at the same time there is a demand for thoroughness and accuracy. Travel is required.

Vaccination Statement

All researchers, employees and students of the RIA who will work with long-term care homes, colleges, universities and other partners are required to comply with the vaccination policies of those external organizations to complete their work. Of note, vaccination policies are subject to change. The requirement to comply with those evolving policies does not change.

Equity Statement

The RIA is committed to equity, diversity and inclusion within its community and organization. We strongly welcome and encourage applications from Indigenous Peoples, racialized groups, women, 2SLGBTQI+ people, persons with disabilities and people from other equity-deserving groups.

The RIA is pleased to accommodate individual needs in accordance with the Accessibility for Ontarians with Disabilities Act, 2005 (AODA) within our recruitment process. If you require accommodation at any time throughout the recruitment process, please let us know.

How to Apply

RIA invites applications (cover letter and resume) to be submitted by email to applications@the-ria.ca. Please include the job title and part-time or full-time in the subject line of the email.