Location: Toronto, Ontario
Type: Full-time, permanent
Pay range: $75,000 to $85,000

About ONCAT

The Ontario Council on Articulation and Transfer (ONCAT) drives innovation to help postsecondary learners get where they want to go, no matter where they begin. We do this as a vital partner and convener of the postsecondary education and training sectors, maximizing opportunities for institutional collaboration to create academic pathways, facilitating recognition of prior learning, and supporting learner transitions and entry into the labour market.

To achieve this mandate, ONCAT conducts original research programs that investigate learner mobility, student transfer experiences, academic achievement, equitable access, labour market outcomes, and related topics. In addition, ONCAT administers funding to external research projects that generate new insights about issues in postsecondary education.

As a guiding principle, ONCAT pursues research that can inform and inspire student-centric improvements to policies, practices, and pathways at publicly assisted colleges, universities, and Indigenous Institutes in Ontario.

About the Position

Reporting to the Research Manager, the Senior Researcher will play a substantive role in ONCAT's research projects and activities. In particular, the Senior Researcher will assume responsibility for ONCAT's Longitudinal Study of Transfer Students, a multi-year project that tracks and analyzes learner motivations, behaviours, and experiences. Tasks associated with this project will include conducting interviews and interpreting data, as well as producing multiple publications and presentations.

As a member of a collaborative team, the Senior Researcher will leverage their expertise with qualitative methodologies to bolster ONCAT's research processes and protocols, and to support a variety of additional research activities in an engaging and fast-paced environment. The Senior Researcher will be an excellent writer, with prolific experience using complex data to create impactful reports.

Responsibilities

Conduct research for ONCAT-led projects — 50%

- In collaboration with the research team, the Senior Researcher will propose, design, and complete innovative research projects that produce publications and/or presentations
- Provide expert advice for the design and implementation of qualitative research processes and protocols, including surveys and interviews
- Contribute to the writing of research reports, policy briefs, and other materials
- Participate in the development of long-term strategic plans for ONCAT-led research processes, projects, and grant programs

Ontario Council on Articulation and Transfer (ONCAT)
180 Dundas St. West Suite 1902
Toronto, Ontario M5G 1Z8
T: (416) 640 6951 | F: (416) 640 6959
www.oncat.ca

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Contribute to general research activities for ONCAT — 30%
- Conduct periodic scans of scholarly publications, policy reports, and news articles; share new insights with ONCAT employees
- Provide research assistance (e.g., fact checks) for ONCAT programs, communications, and presentations
- Compile and process information required for government reports and inquiries
- Contribute to the knowledge mobilization of research projects by communicating newsworthy ideas and policy implications via multiple formats (e.g., blogs, webinars) for general audiences

Support ONCAT-funded projects — 10%
- Review proposals for projects submitted to ONCAT's grant programs and special RFPs
- Provide feedback on preliminary and final deliverables from ONCAT-funded projects

Expand ONCAT's network of research collaborators — 10%
- Participate in research meetings, working groups, symposia, and conferences
- Develop relationships with researchers, organizations, and other stakeholders related to ONCAT's mandate and activities

Essential Qualifications and Experiences
- A graduate degree (master's or doctorate) in social sciences, education, or public policy
- 5+ years of experience in a research-intensive capacity
- Experience completing a self-directed research program from start to finish: identifying a problem, reviewing previous literature, designing project parameters, collecting data, analyzing and interpreting data, and disseminating research findings
- Expertise with qualitative research methodologies and practices, including survey design, one-on-one interviews, and focus groups
- Familiarity with qualitative data analysis software, especially NVivo
- A demonstrated commitment to developing and evaluating research projects through the lenses of equity, intersectionality, and reconciliation
- Exemplary writing skills, with the ability to communicate research findings via multiple formats (e.g., research reports, policy briefs, blogs) for a range of specialized and general audiences
- Intellectual curiosity, a collaborative spirit, and dynamic communication skills

Preferred Qualifications and Experiences
- Familiarity with quantitative and mixed method research methodologies
- Familiarity with recent research in higher education, particularly with topics related to ONCAT's mandate and activities
- Familiarity with Ontario's postsecondary sector
- Familiarity with public policy, government relations, and advocacy
- A record of research publications and presentations
- The capacity to work in both official languages

ONCAT's Commitment to Employees
- ONCAT currently operates with a hybrid work model
- Comprehensive benefits and a pension plan
- Generous vacation, summer hours, and a winter break office closure
- Robust opportunities for professional development and continuous learning
- A team of high-performing colleagues dedicated to understanding and supporting the diverse needs, aspirations, and challenges of learners at publicly assisted colleges, universities, and Indigenous Institutes in Ontario

Application Instructions
Please send an email to careers@oncat.ca with a single PDF attachment that combines the following materials:
- A cover letter (maximum 2 pages) that outlines your experience with qualitative research methodologies
- A CV that lists any research publications and presentations
- A writing sample (of any length) that demonstrates your ability to interpret complex data and communicate key findings; feel free to submit a published article, a policy brief, a research paper from your graduate program, etc.

The deadline to apply is 5:00 pm on Tuesday, October 17, 2023.
Late applications will not be accepted.

We thank you for your interest. Only those selected for further screening or an interview will be contacted.

ONCAT is committed to providing an inclusive and barrier-free recruitment process to applicants with accessibility needs in accordance with the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act (AODA). If you require accommodations during this process, please inform ONCAT of your requirements.

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