



SENIOR RESEARCHER

Posting No: 456462, ~three hours a week commitment, flexible, fluid, 3-month term

- Summary:** You find the information which is needed by the PSAEE team.
- Elaboration:** For this role, if you do not read the newspapers, you may need to. You have to be familiar with a range of “media” or information channels (the sources from which the public normally gets information) and critically evaluate the overall effects produced on certain subjects, as required. You have to be able to recognize the characteristics of disinformation. **You have to be able to assess the accuracy and completeness of information coming from systems.** Please keep in mind that as the PSAEE is a civil rights organization, you will be required to use sound discretion and judgement as you conduct research. The role will involve specific research assignments (qualitative, but often quantitative to question claims and challenge representations). You will necessarily have to develop your own research methods to produce a better understanding of the issues. The data this role provides will be used directly by the PSAEE to further objectives on equity in the public sector. There are no hard deadlines (though there are approximate ones) – and you can generally take the time you need for research. You may also be doing research on what is being done in other nations in terms of hiring policies and practices and produce informational briefs to allow comparisons and consider the effectiveness of the present order. You will gather information on formal “definitions” and the authors of those definitions. You may be required to form complex organizational charts and maintain and populate databases of information useful to the PSAEE. **You must be able to get from a question, to data that answers the question – and the methods will be key.** You will also form a log of all the challenges you face in conducting research on hiring processes. You should have some research experience. **University performance: at the B+ level in coursework (approximately – to give you an idea).** We place a “high” confidence in the institution of education. No references required.
- You:** We are looking for a track record/indication of dedication and progressive skill development in research. You should have the skills of an academic. Recognize that we are a civil rights organization raising concern over hiring discrimination. The subject matter will be sensitive in nature and you have to know your data well. Bonus if you have experience in a journalism production/writing environment. You will follow the ethics and standards of journalism as you do your research. **Sociology, History, Anthropology backgrounds preferred.**
- Compensation:** +social capital, +professional development, +experience | **We are not offering money** as compensation. We are operating on a value-based philosophy which is tied to broader, strategic societal interests in a Canada of a future

Contact:

Please do not hesitate to reach connect@psaee.org for questions. If you self-identify as a visible minority citizen, we will consider that information. Address the expression of interest to Jay Krishan, Director, PSAEE. Please do include a cover letter so that you can introduce yourself.

Suggestion on Cover Letter and Resume:

In the cover letter, please introduce yourself to convey who you are and why the PSAEE interests you (i.e. why do you want to apply to the PSAEE specifically please?)

We encourage you to mention the skills you are particularly good at because we are interested in learning of **particular strengths** individuals hold alongside general ones. If you can think of something, please share. It's not mandatory – and not everyone will know – but it is valuable to learn sometimes.

At the PSAEE, we want to see only the information which is essential. As far as your resume is concerned, the PSAEE does not require your mailing address listed on it. E-mail is sufficient. Also, we will consider your university experience as **directly relevant work experience** because we place a high confidence in the institution of education at the PSAEE. No references are required – but if you have them, we will place value on them. Also, please list the **relevant** work experience you have had rather than all work experience you have had. It may make your resume look empty perhaps in some cases, but do not worry about that – because we consider that you are a university student/graduate – and we understand the challenges very well. The question that we ask ourselves in an overall way is, will you be able to conduct the research work in a way that is useful to the PSAEE? What do they already know, and can they learn?

Please note we are not specifying a minimum experience criteria – but **you** have to use this description to judge whether you can handle the duties, because if you are not adequately prepared, you will find yourself struggling in this role. We want you to be able to contribute in the role that you fit well in. It is a mutual interest.

Note: If you feel the Senior Researcher role may be too advanced, you can request consideration for a junior research role. We will consider it. It will involve easier functions. The scope will be more limited, and there will be less importance placed on judgement/discretion, etc.