



## LEAD, IMPLEMENTATION SCIENCE

**REPORTS TO:** Director, Research Impact  
**STATUS:** Permanent, full-time (35 hours/week)  
**LOCATION:** 1300 Yonge Street, Toronto, ON

### ABOUT US

The Ontario HIV Treatment Network (OHTN), established in 1998, is a nonprofit organization with a mission to improve the health and lives of people living with and at risk of HIV by using data and evidence to drive change. We work with three main types of partners -- 1) testing programs and clinics; 2) AIDS service and other community-based organizations; and 3) policy and system leaders within and beyond the health sector – to support the implementation of the provincial HIV strategy, priorities, and directions.

### ABOUT THE ROLE

The Lead, Implementation Science, under the direction of the Director, Research Impact, plays a key role in supporting OHTN, front-line organizations and service providers in the application of implementation science principles to programs and services, building capacity and sharing knowledge. This position will play a key role in establishing relationships and networks with, among, and between OHTN and its partners. This position provides leadership to ensure robust implementation science, evaluation and quality improvement frameworks are developed, implemented, analyzed, reported and communicated to advance rapid uptake of knowledge to achieve measurable impact. As well, the Lead, Implementation Science will engage with internal and external stakeholders to develop tools, reports and training as it relates to building capacity building capacity and sharing knowledge about implementation science and practice.

The incumbent will utilize their advanced training and experience in implementation science, program evaluation and quality improvement to undertake multiple projects aligned with the priorities of the OHTN and its partners. Working with stakeholders to implement program/system initiatives, the Lead, Implementation Science will lead the development of implementation project protocols, assessment/intervention materials and will have responsibility for conducting interviews, collecting and analyzing data, reporting outcomes and recommendations for sustaining and scaling-up the intervention.

#### **Support OHTN and network partners in implementation science best practices:**

- ✓ Provide consultation to OHTN teams, partners and other stakeholders and collaboratively undertake implementation research and evaluation projects
- ✓ Develop tailored implementation protocols for evidence-based interventions that are adapted to local contexts and aligned with user resources, skills, values and needs
- ✓ Identify implementation and evaluation frameworks that are appropriate for the context and change objectives

- ✓ Identify risks and develop mitigation plans to support and sustain the implementation/change initiative
- ✓ Collect and analyze quantitative and qualitative information to monitor progress of the implementation and opportunities for improvement
- ✓ Prepare and disseminate reports
- ✓ Support OHTN and partners in evaluating, sustaining, scaling and spreading effective interventions

**Development and dissemination of best practices:**

- ✓ Coordinate provincial initiatives aimed to showcase and disseminate successful best practices amongst community partners
- ✓ Develop and deliver training materials and tools to enable capacity building in implementation science and evaluation
- ✓ Provide support for learning and capacity building initiatives for participating agencies
- ✓ Maintain up to date knowledge of best practices in implementation science and evaluation
- ✓ Develop and share a repository of best practice and capacity-building resources
- ✓ Identify, collect and report on key performance indicators

**External relations, communication training, and research:**

- ✓ Establish, maintain and support excellent external relationships with community agencies and funders
- ✓ Participate and coordinate steering committees, cross-organizational projects and committees and other stakeholder forums
- ✓ Facilitate training sessions and group meetings as needed
- ✓ Collaborate and consult with external community agencies

**ABOUT YOU**

- ✓ A Master's degree (or equivalent education and experience) in a relevant field such as health sciences, social sciences, public health, health policy or a related field
- ✓ Minimum of 3 years of experience in relevant roles (e.g., program evaluation, knowledge broker, quality improvement)
- ✓ Significant knowledge of implementation and evaluation methods (e.g., stakeholder engagement, implementation science frameworks, program evaluation and improvement, data collection and analysis, dissemination and monitoring)
- ✓ Analytical and problem solving skills to analyze issues and trends, diagnose opportunities for improvements, determine effective planning techniques
- ✓ Strong knowledge of qualitative and quantitative methods and analysis
- ✓ Effective interview and group facilitation skills
- ✓ Experience in stakeholder consultation
- ✓ Strong presentation skills and ability to communicate in a way that is understandable to non-scientific/academic audiences
- ✓ Ability to review and assess client concerns and feedback, conduct needs assessment, ability to identify gaps and risks, and utilize the appropriate analytical methodology to incorporate findings into program work
- ✓ Exercises sound judgement and is decisive, including confidential/sensitive situations where the use of discretion is required

- ✓ Strong project management skills with the ability of manage multiple projects simultaneously
- ✓ Strong team player with demonstrated strong written and oral communications skills
- ✓ HIV/AIDS experience/knowledge, demonstrated understanding of the barriers and challenges that confront people living with HIV and priority populations affected by HIV

## HOW TO APPLY

If you are interested in this position, please submit your application via e-mail to [careers@ohln.on.ca](mailto:careers@ohln.on.ca)

- Please use the “**Lead, Implementation Science**” as the subject line
- Your cover letter and resume should be attached as a single PDF file and named “**Full Name – Job Title**”
- Please outline your salary expectations in your cover letter
- Note: kindly be advised that all candidates that advance after the first round of interviews will be required to deliver a presentation to the hiring committee and stakeholders.

**APPLICATION DEADLINE:      FRIDAY, APRIL 19, 2019**

We would like to thank all applicants in advance for their interest in the OHTN, but only candidates receiving serious consideration will be contacted. No phone calls or agencies please.

*The OHTN is committed to employment equity and to the greater involvement and meaningful engagement of people living with HIV/AIDS ([GIPA/MIPA](#)) in all that we do. We encourage applications from persons living with HIV/AIDS and people with culturally diverse backgrounds to join our team.*

*We are also committed to fostering inclusion and accessibility in all areas of our work. If you require accommodation during the hiring process, we will work with you to meet your needs.*