



Provincial Indigenous Lead – Research and Evidence Integration

ABOUT US

Ontario Aboriginal HIV/AIDS Strategy (Oahas) is an Indigenous-led provincial harm reduction organization with program sites located in Thunder Bay, Sault Ste. Marie, Sudbury, London and Toronto, and an administrative office in Barrie, ON. Oahas focuses on delivering HIV, HCV and STBBI services to Indigenous peoples from culturally grounded and respectful Indigenous harm reduction approaches. Oahas does this through providing access to prevention and education tools and resources, harm reduction outreach, access to testing, and referrals for treatment, care and support services.

Ontario HIV Treatment Network (OHTN) is a non-profit network 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. The OHTN works to influence decision-making at all levels—personal, clinical, organizational and policy— in collaboration with partners to gather and analyze data, conduct targeted high-impact research and support the use of the best available data and research evidence. OHTN works 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.

ABOUT THE ROLE

The Provincial Indigenous Lead – Research and Evidence Integration Lead is responsible for planning, coordinating, developing, delivering, and advancing evidence-based best practices for Indigenous Peoples who are living with or at risk of HIV. In partnership with the OHTN and Oahas, this position is a crucial new role that will help ensure self-determination in Indigenous HIV-related research, data collection and analysis, evaluation, and evidence integration that will result in evidence-based, culturally appropriate programs and services that improve health outcomes for Indigenous people in Ontario.

The successful candidate will have:

- experience working with harm reduction practices, philosophies and principles using an Indigenous lens
- experience in working with people who are living with or affected by HIV/AIDS, HCV, STIBBIs and those who use substances and engage in unsafe sex and/or sex work in a compassionate and non-judgmental manner
- demonstrated success in evaluation, data development and outcomes, knowledge translation, and evidence implementation
- a comprehensive understanding of the social determinants of health of First Nations, Metis and Inuit Peoples
- Demonstrated success developing effective working relationships with Indigenous Peoples and communities in multiple contexts (i.e. urban, rural, with First Nations on-reserve).

Under the supervision of Oahas, the incumbent will work in partnership with all units of the OHTN, particularly the Endgame Funding Program, Knowledge Synthesis, Collective Impact, Applied Epidemiology Unit, the OHTN Cohort Study, and Education & Training.

Ultimately the objective of this position is to gather evidence, build evaluation and data capacity, and integrate

evidence to address the health needs and disparities among urban Indigenous Peoples in Ontario in order to support the development of services, approaches and initiatives that support the Truth and Reconciliation Calls to Action, closing gaps and addressing social determinants of health in a culturally appropriate way.

General Program Responsibilities:

- Develop and support the ongoing function of an Indigenous Provincial Advisory committee made up of urban Indigenous provincial players such as service providers from regions Oahas serves, service recipients, and engage with PTOs, to shape and support directions in developing targeted approaches to advancing outcomes that inform our collective understanding of the needs and gaps.
- Develop partnership opportunities with agencies, groups, committees, and other sources to promote the work of Oahas, and reduce the stigma of Indigenous Peoples affected by HIV/AIDS, HCV, STBBIs and substance use.
- Determine more effective ways to work with organizations across Ontario that serve Indigenous Peoples to identify best practices in HIV prevention, harm reduction, support and care.
- Explore and utilize evidence-based and culturally-informed practices, interventions, and methodologies that support effective engagement and outcomes with and for Indigenous Peoples.
- Support a greater understanding of the distinctions and needs of Indigenous Peoples and communities in contrast to the broader sector.
- Participate in joint planning meetings with the OHTN and Oahas to review annual and quarterly workplan deliverables that align with key priorities of Oahas and that of the OHTN's resources and initiatives.
- Enhance and reaffirm the existing, long-standing partnership between the Oahas and OHTN by serving as the bridge position and partner lead, and by identifying key elders who will guide this process
- Advance the Truth and Reconciliation Commission's Calls to Action in all areas of Health (#s 19-24).

Data Development, Evaluation and Evidence Integration:

- In collaboration with Oahas and OHTN and broader communities Oahas serves; identify key evidence, evaluation and data development priorities to inform annual work planning and long-term planning.
- Identify best practices in data collection and evaluation to support Indigenous programs and services developments and enhancements, and target efforts that will inform wise practices, programming and closing gaps.
- Develop, plan, implement and evaluate knowledge exchange and mobilization strategies that will support the implementation of evidence, and leading practices that address the health needs of Indigenous Peoples.
- Support the communities Oahas serves with adoption, evaluation, implementation, and scale up of evidence to support program initiatives and demonstration projects.
- Integrate Indigenous ways of knowing, being, seeing and doing into all junctures of planning and execution.
- Initiate strategic partnerships with other Indigenous researchers and foster research, evaluation and data capacity building among other communities, groups and agencies.
- Identify and develop indicators to monitor and evaluate uptake and integration of evidence for intended audiences.
- Avoid duplicating efforts by ensuring a consistent connection and communication with community, research groups and organizational bodies.

Administration

- Microsoft 365, Survey Monkey and OCASE/OCHART, NEO and other database tools.
- Ensure proper file maintenance and records management.
- Ensure punctual and accurate reporting on activities as directed by the Program Director.
- Create tools and work plans as directed.
- Manage Advisory committee terms of reference, plan meetings and maintain partnership database.
- Write position papers, knowledge synthesis briefs, and analysis to be used for government and policy advocacy.

Additional Expectations

- Flexibility with schedule and ability to work evenings and weekends on occasion.
- Responsible for other assigned duties as required.
- Share in the responsibility and care for Oahas traditional medicines and bundle items.

ABOUT YOU

- Masters degree (or equivalent experience) in a related field, preferably health, research, or social services.
- Strong knowledge of Indigenous health and gender equity issues, decolonizing research methodologies, and epidemiology.
- A minimum of two years working in an Indigenous community.
- Knowledge of all phases of evidence-informed decision making (e.g., knowledge generation, synthesis, strategy and product development, dissemination, exchange, management and evaluation)
- An understanding of HIV/AIDS, impacts of HIV/AIDS stigma, safer sex, and harm reduction principles and practices.
- Strong community and program development, and implementation experience.
- Strong presentation and facilitation skills.
- Excellent written and verbal communication skills.
- Excellent interpersonal, communication and organizational skills.
- Demonstrated commitment to anti-racism and anti-oppression.
- Excellent computer skills and proficiency in Outlook 365.
- Knowledge of Indigenous communities and cultural work place practices is an asset.
- Ability to speak an Indigenous language is an asset.
- Working knowledge of Harm Reduction principles and practices and GIPA and MIPA is an asset.

HOW TO APPLY

If you are interested in this position, please submit your application via email to HRGeneral@oahas.org

- Please use ***“The Provincial Indigenous Lead – Research and Evidence Integration Lead”*** as a 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.

Application Deadline: OPEN UNTIL FILLED

INDIGENOUS PEOPLE AND INDIGENOUS PEOPLE LIVING WITH HIV/AIDS ARE ENCOURAGED TO APPLY.