



Réseau National Network

BC and Yukon | Prairies | Ontario | Québec | Atlantic

Contract Job Description Performance Management Strategy Advisor

The National Network of NSERC Chairs for Women in Science and Engineering seeks an advisor to analyze and design a performance management strategy common to the five regional Chair programs.

The NSERC Chairs for Women in Science and Engineering (CWSE) Program has been in place since 1996. The goal of the program is to increase the participation of women in science and engineering. There are five regional Chairs for each of the Atlantic, Quebec, Ontario, Prairies, and British Columbia/Yukon regions. Each program is unique and is tailored to the corresponding region and expertise of the Chairholder. More information on the program is available on the NSERC website:

http://www.nserc-crsng.gc.ca/Professors-Professeurs/CFS-PCP/CWSE-CFSG_eng.asp

The current Chairholders are listed here: http://www.nserc-crsng.gc.ca/Women-Femmes/Index_eng.asp where you can link to the regional Chair websites.

The network wishes to hire, on a short term contract, an expert on performance management strategy to study the five Chair programs, analyze the common goals and elements of those programs, and design a performance management strategy to be implemented by each Chair to report on the impact of each Chair program in a coordinated way.

Scope of Work:

- Understand the goals of the NSERC CWSE program.
- Analyze each regional CWSE program and interview each Chairholder or their designate.
- Synthesize common and specific goals of the regional programs.
- Propose a common performance management strategy for all five Chairs.
- Work with individual Chairs to tailor any parts of the strategy to their programs.
- Produce and present a clear strategy document and associated metric gathering templates.
- Communicate with NSERC CWSE Program Managers to ensure that the proposed strategy responds to their concerns. Revise the strategy, if necessary.

Minimum Requirements:

- A Bachelor's degree is a minimum requirement, a Master's degree or higher degree is preferred.
- Experience in performance management strategy development.
- A high level of interest (with preference for experience) for the advancement of women and/or girls in education, STEM¹ education if possible.
- Excellent communication skills: verbal, written and presentation.
- Bilingual in French and English.
- Good analytical skills.
- Experience with social media analytics.

Helpful attributes:

- Familiarity with NSERC or other research funding programs.
- Experience with educational programs (e.g. in schools or universities).
- Previous or current connections or experience with indigenous communities in Canada will be considered an asset.
- A STEM degree.

Questions? Please contact Prof. Catherine Mavriplis, network manager

(email: Catherine.Mavriplis@uottawa.ca)

please use subject line: CWSE Performance Management Strategy Advisor).

Please submit applications to the CWSE National Network (email: cwsecfsq@gmail.com).

¹ Science, Technology, Engineering and Mathematics