

## Researcher Position – Effective Recruitment and Hiring Practices of FSL Teachers

Ontario is experiencing a shortage of teachers for the French as a Second Language (FSL) program in the English-language school system. As part of the FSL teacher recruitment and retention strategy, projects that help to address this issue are being supported. Funding was provided by the Department of Canadian Heritage and the Province of Ontario under the *Teacher Recruitment and Retention Strategy in French Immersion and French Second-Language Programs*.

This position will support the Project Lead for an initiative entitled, *Development of a FSL Teacher Recruitment Guide for English-language school boards that supports effective recruitment and hiring practices*. The successful candidate will report to the Project Lead and Project Manager and be responsible for the project's key research questions:

1. What are the strategies school boards use to recruit and hire for FSL teachers across Canada's English-language school systems?
2. How do school boards' websites optimize their efforts to recruit and hire FSL teachers? What website enhancements may improve school boards' recruitment efforts?

Specific responsibilities include providing support to the project leads and manager in all elements of required research (developing tools, gathering data, analyzing/interpreting results). Leadership in designing and conducting research germane to the project using a broad range of quantitative and qualitative methods to support effective recruitment and hiring of FSL teachers and contributing a research report (to include a relevant literature review, methodology, findings, and analysis) to the project's draft project report due December 31, 2020.

### Qualifications and Skills:

- Graduate level degree with a focus in educational research methods, program evaluation, statistical and qualitative analysis and demonstrated research report writing skills
- Related experience in public education, research, evaluation, accountability or assessment
- Excellent data analysis and knowledge of database management software
- Knowledge of current research methods, qualitative and quantitative analysis and statistics is required
- A range of professional abilities including but not limited to: organization, communication, group facilitation, collaboration, interpersonal skills, computer skills and conducting virtual meetings
- Ability to work as a team member in a dynamic, progressive, multi-faceted environment
- Given the nature of the current project, functional bilingualism in French is an asset

**Researcher Salary: \$30,000 plus HST**

**Duties are to commence as soon as possible.**



ONTARIO PUBLIC  
SCHOOL BOARDS'  
ASSOCIATION

Applications in writing, including a cover letter and resumé, must be received as email attachments no later than **4:30 p.m., May 25, 2020**. Please submit documentation to Judith Nyman at [jnyman@opsba.org](mailto:jnyman@opsba.org). **In the subject line of your email, please indicate the position being sought.**

We appreciate the interest of all applicants, but will only be interviewing candidates whose skills, experience and qualifications best meet the requirements of the position. The Ontario Public School Boards' Association is committed to equity in employment and to equitable hiring practices. We will make any reasonable accommodation, based on any of the human rights protected grounds, to support candidates to participate in the hiring process.