

COMMUNITY PROGRAMS DATA AND RESEARCH ANALYST

Employment Status:	Permanent, Full-Time
Compensation Range:	\$33.34 to \$37.51 / 35 hours per week
Location:	399 Ridout St. N., London, ON
Union:	CUPE 101.5

POSITION OVERVIEW

Reporting to the Manager of Social Services, the Community Programs Data and Research Analyst supports the programs provided under the Child Care and Early Years Act, Ontario Works Act, and Housing and Homelessness ("Community Programs") in collecting, tracking, researching and analyzing data to support effective planning for services and programs. The Community Programs Data and Research Analyst provides information, interpretation and analysis from various resources in coordination with community partners. The Community Programs Data and Research Analyst participates in the planning, development, implementation and evaluation of Community Programs.

QUALIFICATIONS

- 3-year post-secondary diploma in Business Administration, Social Science, Computer science or a related discipline.
- Completion of courses and/or experience in social statistics is an asset.
- Three (3) years of work-related experience collecting, analyzing and interpreting large volumes of data, and providing oral and written summaries of research findings, including creation of dashboards and reports.
- A valid driver's licence and access to a reliable vehicle.
- Current Criminal Record Check that is satisfactory to the County of Middlesex.

WHY CHOOSE MIDDLESEX COUNTY?

Middlesex County is a vibrant upper-tier municipality located in Southwestern Ontario. We offer a thriving business climate, easy access to transportation routes, and quality of life with exceptional healthcare facilities, affordable housing, an array of educational opportunities and bountiful recreation and cultural choices in a picturesque setting. The County's administration headquarters are located in London, but Middlesex County is comprised of unique villages, towns and rural communities that have great attractions for residents and tourists.

At Middlesex County, you will have a chance to make an impact in your everyday work and build lasting relationships in the communities in which we live and serve. We offer a culture that values inclusion, diversity of thought, and employee development. We invest in our people to help them leverage their strengths to achieve their career aspirations.

HOW TO APPLY

If you are interested in this opportunity, please submit your cover letter and resume by email to hr@middlesex.ca by 4:30 p.m. on **April 8, 2025**.

We thank all applicants who apply, but only those applicants to be interviewed will be acknowledged. Personal information is collected under the authority of the *Municipal Freedom of Information and Protection of Privacy Act* and will be used for candidate selection purposes only.

WHAT WE OFFER

- Employee Recognition Events
- Professional Development
- Flex Time/Banked Time-Off
- OMERS Pension Plan
- Comprehensive Health and Dental Benefits
- Employee and Family Assistance Program

VISIT OUR CAREERS PAGE

<https://www.middlesex.ca/departments/human-resources/job-opportunities>

Join our team and build a rewarding career!

Middlesex County is an equal opportunity employer. We are committed to a diverse and inclusive workplace for everyone. Accommodations are available throughout the recruitment process. If you are contacted for an interview, please advise us of any accommodations that may be required. This information will be treated confidentially and only used for the purpose of providing an accessible recruitment experience.



**CORPORATION OF THE COUNTY OF MIDDLESEX
POSITION DESCRIPTION**

TITLE: Community Programs Data and Research Analyst
DEPARTMENT: Social Services
REPORTS TO: Manager of Social Services
POSITIONS SUPERVISED: None
EFFECTIVE DATE: June 2022

POSITION SUMMARY

Reporting to the Manager of Social Services, the Community Programs Data and Research Analyst supports the programs provided under the Child Care and Early Years Act, Ontario Works Act, and Housing and Homelessness (“Community Programs”) in collecting, tracking, researching and analyzing data to support effective planning for services and programs. The Community Programs Data and Research Analyst provides information, interpretation and analysis from various resources in coordination with community partners. The Community Programs Data and Research Analyst participates in the planning, development, implementation and evaluation of Community Programs.

PRINCIPAL DUTIES & RESPONSIBILITIES

1. Collects and analyzes Community Programs data and ensures retention of key historical data.
2. Provides program analysis, interpretation and recommendations to the Manager of Social Services for development of strategies regarding Community Programs.
3. Provides statistical and analytical support, through ongoing review and monitoring of local statistics; monitors existing community resources and initiatives; and reviews external reports.
4. Collects and analyzes a variety of data sources to identify trends and gaps that impact families and individuals in the geographical area of the County
5. Gathers, analyzes, summarizes and reports on financial and service data information for internal and external purposes.
6. Monitors, reviews data and prepares written reports with evaluations and recommendations to the Manager of Social Services.
7. Maintains a collection of Community Programs research and evaluation material available for internal and external use.
8. Liaises with managers, department heads, staff, community agencies, and key stakeholders to determine needs to assist in the development of implementation and evaluation plans.

9. Prepares statistics for tracking, planning and Ministry reporting requirements, as required.
10. Assists the Manager of Social Services and other staff to ensure timely and accurate data submission to the Ministry.
11. Assists the Manager of Social Services to prepare submissions for grants and other funding opportunities
12. Conducts primary and secondary research relevant to Departmental needs, analyses data and presents findings to the Manager of Social Services.
13. Prepare statistical spreadsheets such as monthly caseload; cost per case; quarterly demographics; pay equity surveys.
14. Assists the Manager of Social Services with preparation of data and reports/presentations for County Council, Committees and/or the Ministry.
15. Assists and supports the Manager of Social Services with special projects, as directed.
16. Performs other duties as assigned.

MINIMUM QUALIFICATIONS

Education & Experience

- 3-year post-secondary diploma in Business Administration, Social Science, Computer science or a related discipline.
- Completion of courses and/or experience in social statistics is an asset.
- Three (3) years of work-related experience collecting, analysing and interpreting large volumes of data, and providing oral and written summaries of research findings, including creation of dashboards and reports.

Knowledge, Skills and Abilities

- Excellent verbal and written communication skills and confidence dealing with all levels of an organization
- Excellent interpersonal skills with an ability to work in a respectful manner.
- Strong analytical skills with the ability to collect, organize, analyze and disseminate significant amounts of information with attention to detail and accuracy.
- Ability to apply a wide range of research methodologies and practices, including survey design, data management, data visualization, performance measurement and program evaluation.
- Ability to coordinate the collection of data, analyze and communicate information gathered from multiple sources.



- Knowledge of various database formats, reporting and analytic software suites.
- Ability to work independently and within an interdisciplinary team.
- Ability to handle sensitive and confidential information.
- An open, inviting and approachable personality that allows the opportunity to build meaningful, trusting relationships.
- Excellent time management skills and a demonstrated ability to organize and prioritize multiple tasks and meet competing deadlines in a fast-paced environment.
- Demonstrated ability to problem solve effectively and use good judgement in all decisions.
- A valid driver's license and access to a reliable vehicle.