

Canadian Centre for
Safer Communities



Centre canadien pour des
communautés plus sûres

JOIN OUR TEAM

**DIRECTOR
OF EVALUATION**

APPLY NOW

team@ccfsc-cccs.ca



Director of Evaluation

Date Posted: October 1st

Closing of Posting: October 13th, 2025

Work Location: Canada (remote)

What is the Opportunity?

Reporting to the Executive Director, the Director of Evaluation provides strategic leadership in performance measurement, monitoring, and evaluation to advance the organization's mission of supporting practitioners in community safety and well-being. This role is responsible for designing, implementing, and overseeing evaluation frameworks that assess the impact of local initiatives, inform decision-making, and foster a culture of continuous learning and improvement. Working collaboratively with internal teams and external partners, the Director of Evaluation ensures that monitoring and evaluation are used effectively to enhance practice, drive innovation, and demonstrate value of community safety and well-being strategies.

Commitment to Equity

CCFSC is committed to diversity, equity, and inclusion and strives to adopt an intersectional lens in our work. To reflect the rich diversity of the communities we work with, we welcome all applicants, including those who experience historical and/or current barriers to equity, such as:

- Indigenous Peoples (First Nations, Métis, and Inuit)
- Individuals that experience discrimination due to race, ancestry, ethnicity, religion and/or spiritual beliefs
- Persons with visible and/or invisible disabilities
- Persons of marginalized sexual orientations, gender identities, and gender expressions
- Newcomers

We encourage equity-deserving applicants to consider self-declaring during the application process.

A Bit About Us

CCFSC brings together urban, rural, and Indigenous communities across Canada to build capacity, prevent and reduce violence and crime, and foster community safety and well-being (CSWB) through training, research and evaluation, knowledge exchange, and expertise. Our work is guided by a broad concept of community safety and well-being and includes thorough and participatory local assessments and planning, recommending a variety of evidence-informed preventative measures, mobilizing stakeholders, supporting evaluation and monitoring, and public engagement. These efforts expand beyond criminal legal system responses and reduce reliance on enforcement. For more information visit <https://ccfsc-cccs.ca/>

Key Qualifications

- Advanced Degree in a Relevant Field: Master's or doctoral degree in evaluation, public policy, social sciences, public health, or related discipline.
- Proven Leadership in Evaluation Strategy: Demonstrated experience leading evaluation or performance measurement initiatives, preferably in community safety, public health, or social services.
- Expertise in Evaluation Design and Methodology: Strong knowledge of qualitative and quantitative evaluation methods, participatory methods, data analysis, logic models, and theory of change frameworks.



- Experience with Monitoring and Performance Measurement: Ability to develop and implement monitoring systems that align with strategic goals and capture meaningful outcomes and impact.
- Data-Informed Decision-Making Skills: Proven ability to translate complex data into actionable insights that inform strategic planning and program improvement.
- Strong Communication and Stakeholder Engagement: Skilled in communicating findings to diverse audiences, including practitioners, leadership, and funders, and facilitating collaborative evaluation processes.
- Knowledge of Community Safety and Well-being Practices: Familiarity with issues related to public safety, community development, social justice, or related fields is strongly preferred.
- Project and Team Management Experience: Experience managing teams and cross-functional projects, including oversight of timelines, budgets, and deliverables.
- Commitment to Equity and Inclusion: Experience applying equity-focused or culturally responsive evaluation principles and practices.
- Ability to Foster a Learning Culture: Track record of promoting continuous learning and improvement within organizations or networks.

Performance Measurement, Monitoring, and Evaluation

Provide Direct Services and Supports to the Community (External)

- Design and offer performance measurement, monitoring, and evaluation services to external partners such as municipal governments, police partners, community organizations, and multi-sector collaborative initiatives. This includes developing monitoring and evaluation frameworks, tools, and methodologies that enhance their ability to assess local trends and the outcomes and impact of their work.
- Work with community partners to support their evaluation capacity, providing workshops, trainings, consultation, and technical assistance to improve their monitoring, evaluation, and learning processes.
- Ensure that performance measurement, monitoring, and evaluation services provided are aligned with best practices and tailored to meet the needs of diverse communities and diverse world views, applying an equity lens to evaluation, engagement with marginalized communities, and addressing systemic barriers.
- Build relationships with external partners to provide a wide range of performance measurement, monitoring, and evaluation services that advance community safety and well-being.

Service Quality and Impact (Internal)

- Lead the design and implementation of internal monitoring and evaluation frameworks to assess the quality and impact of services provided by the organization.

Team Support & Development (Internal)

- Provide leadership, guidance, and ongoing development opportunities for staff to enhance their skills in performance measurement, monitoring, and evaluation.
- Foster a collaborative work environment, encouraging knowledge sharing, teamwork, and professional growth among team members.
- Develop and implement training programs that focus on improving the team's ability to evaluate service quality and measure impact.



Oversight, Support, and Supervision

Project Oversight, Supervision, Guidance, and Support

- Provide oversight and direction to CCFSC projects, ensuring they are executed effectively and in alignment with organizational goals and budgets.
- Provide leadership and direction to ensure project outcomes meet established goals and requirements.
- Provide direct and continuous support and supervision to a team of staff evaluators to ensure that project staff meet their objectives and contribute to overall organizational success.

General Responsibilities

Team Meetings

- Attend organization and project team meetings to stay informed about organizational and project progress and updates.
- Provide regular reports on the progress and impact to leadership, board, partners, and funders.

Strategic Operations

- Support the implementation of operational plans to align with the overall strategic directions identified by the Board of Directors.

Other Duties as Required

- Perform additional tasks and responsibilities as necessary to support the organization's mission and goals.

Applicant must be eligible to work in Canada (i.e., Canadian citizen, permanent resident, or work permit).

Career Level: Experienced

Job Schedule: 37.5 hours per week

Salary: \$88,000 – \$91,000 annually (depending on experience)

Start: As soon as possible.

End: November 1st, 2026 (opportunity to extend)

To apply, please email your CV and cover letter to team@ccfsc-cccs.ca by October 13th, 2025.

We thank you for your interest in CCFSC and appreciate the effort required to apply for this position.