

## RESEARCH ASSOCIATE OR RESEARCH ASSISTANT AT YORK UNIVERSITY

Job Information	
Position Title	Research Associate or Research Assistant in equity, diversity and inclusion in low-carbon energy transitions
Category	Research Assistant/Associate
Supervisor(s)	Christina Hoicka
Unit	Social exergy + energy lab <a href="https://socialexergy.ca/">https://socialexergy.ca/</a>
Location	Keele Campus, York University, remote work during covid.
Background	
<p>This research project duration is March 1 to September 30, 2021. This project is led by Dr. Christina Hoicka, Associate Professor at York University, and director at the social exergy + energy lab (<a href="https://socialexergy.ca/">https://socialexergy.ca/</a>). Dr. Hoicka co-founded and was inaugural chair of the Women and Inclusivity in Sustainable Energy Research (WISER) Network and the social exergy + energy lab conducts research that pertains to the diffusion of low-carbon innovations to the demand-side, and on participation and justice in a renewable energy transition.</p> <p>The purpose of the project is to provide evidence-based research to support a Canadian charitable Foundation's new commitment to increase equity, diversity and inclusion (EDI) in the Foundation's granting and investments, specifically in the area of the net zero carbon economy. Specifically, the project will:</p> <ol style="list-style-type: none"> <li>1. Conduct research on the current status of EDI amongst organizations supporting a transition to net zero carbon economy in Canada, to determine baseline for work at the Foundation;</li> <li>2. Based on this research and conversation with Foundation staff, provide recommendations to the Foundation based on best practices (including from US or international charitable foundations) to increase EDI in the Foundation's granting and practices (e.g. participatory evaluation);</li> <li>3. Help identify new areas for granting (e.g. local community energy projects) and new organizations and sectors needed to be engaged in the net zero carbon economy;</li> <li>4. Provide recommendations to the Foundation for collecting data to assessing their progress towards increasing EDI in the Foundation's grants and investments (impact measures and evaluation);</li> <li>5. Provide recommendations and resources directly to major grantees and projects supported by the Foundation to increase EDI as needed. (e.g. starting with the Transition Accelerator specific hydrogen and another transition pathway)</li> </ol>	
Overall Purpose of Postdoctoral Position	
<p>As a research associate or assistant for the social exergy + energy lab, with the guidance of the project lead Dr. Christina Hoicka, and within the bounds of the EDI in <i>net zero carbon economy project</i> mandate, the research associate will conduct the day-to-day research and is responsible for moving forward the main research activities of the project to meet deliverables and deadlines.</p>	
Key Responsibilities	
<p>More specifically, the research associate or assistant in <i>net zero carbon economy project</i> will be responsible for the following tasks and activities in a timely manner:</p> <ul style="list-style-type: none"> <li>-Review of academic and grey literature, covering fields like energy democracy, energy justice, equity, diversity and inclusion, labour/workforce studies;</li> <li>-Research design combining literature review, desk research, and research with grantees and foundation staff;</li> <li>-Successful ethics submission for research with human participants;</li> </ul>	

- Leading social research (either interviews, focus groups or workshops for participants), transcribing, analysis; results;
- Developing recommendations and potentially training materials;
- Attending meetings with the principal investigator and Funder;
- Leading the report for the funder;
- Supporting/leading in knowledge mobilization of the findings, including one peer-reviewed publication.

### Skills and Qualifications

Educational Qualifications	Minimum Master's degree, ideally PhD.
Training/Experience Required	<ul style="list-style-type: none"> <li>• Research experience in at least one of: environmental studies/ environmental sciences/ geography/ sustainability on a topic that relates to equity, diversity and inclusion, such as justice, gender analysis, participation of equity seeking groups, research that serves equity seeking groups, etc.</li> <li>• Experienced at least one of the following methods to gather data and analysis: workshops, focus-groups, or semi-structured interviews.</li> <li>• Experienced in conducting literature reviews of both academic and grey literature (reports, strategic documents, etc.). Strong experience in desk research for analysis and publication.</li> <li>• Led or authored a successful university ethics application for research with human participants.</li> <li>• Experience in writing professional reports and academic publications.</li> <li>• Experience in independently running a research project, managing upwards.</li> <li>• Due to the timeline and nature of this position, the applicant must be eligible to work in Canada.</li> </ul>
Years of Experience Required	Minimum 2 years professional or academic experience in research (can include PhD or post-doctoral research)

### Terms and Conditions

This postdoctoral position based in the social exergy and energy lab will be 6 months in length.  
 Salary: \$21,500 for the 6-month period, based on a 40 hour work week

### How to Apply

To apply for this position, please submit the following documents:

- A cover letter describing how you meet the qualifications.
- A detailed and up to date CV

Please submit all documents by email to Dr. Christina Hoicka at [cehoicka@yorku.ca](mailto:cehoicka@yorku.ca) as soon as possible with subject line "EDI research associate/assistant application". The position will remain open until filled.

Qualified applicants will be invited for an interview to be conducted in person and/or by telephone or Skype.

Only those applicants selected for consideration will be contacted.