



Stella's Circle

Creating Community Together

Strategy & Impact Evaluation Lead Strategy Division

About Us

Award-winning. Inspiring. Values-driven. Entrepreneurial spirit. These are some of the words that describe Stella's Circle, a leading social justice organization that works with over 1,500 people each year, championing growth and transformation through housing, mental health, and employment.

The Position

The Strategy & Impact Evaluation Lead supports strategic planning, impact measurement, and evaluation initiatives that inform systems change, strengthen program delivery, and advance Stella's Circle's strategic priorities. The role combines rigorous analysis with a solutions-focused approach to improve outcomes for the people and communities we serve.

This position contributes to organizational capacity-building efforts through strategic planning, impact measurement and evaluation, and continuous improvement initiatives that strengthen internal effectiveness and long-term organizational capacity. The role works across teams to ensure research and evaluation insights translate into practical improvements in programs, policies, and operations.

What You'll Do

1. Support Strategic Decision-Making

- Develop evaluation frameworks and performance measurement approaches aligned with Stella's Circle's mission, vision, and strategic plan.
- Integrate equity, reconciliation, accessibility, and trauma-informed principles into research and evaluation activities.
- Support organizational strategic initiatives through analysis, insight, and evidence-based recommendations.
- Monitor trends, risks, and opportunities relevant to the organization's mandate.
- Contribute to strategic planning processes, priority setting, and organizational performance reviews.

2. Lead Research, Advocacy & Evaluation Projects

- Contribute to proposal development for new pilots, programs, and grant applications, including program design, methodology, and impact measurement frameworks.
- Prepare clear, actionable reports, presentations, and recommendations for internal and external stakeholders.
- Develop advocacy materials, reports, campaigns, pre-budget submissions, and briefing notes.
- Contribute to evidence-informed decision-making across organizational priorities.
- Ensure research and evaluation findings inform program design, operational improvements, and strategic decision-making.

3. Knowledge Mobilization & Policy Support

- Translate research findings into practical recommendations, presentations, reports, and planning tools.
- Develop briefing materials and policy scans related to housing, mental health, employment, and community development.
- Share findings internally and externally as required to influence practice, partnerships, and systems change.
- Contribute to organizational submissions, stakeholder engagement, and sector leadership initiatives.
- Support the integration of research findings into internal policies, practices, and program improvements.

4. Capacity Building

- Support internal capacity building in anti-racism, data literacy, evaluation methods, leadership capability, and continuous improvement.
- Identify root causes of recurring organizational challenges and recommend targeted, evidence-informed interventions.

5. Advisory & Internal Consulting Support

- Partner with Directors and Managers to address recurring organizational challenges through evidence-informed solutions.
- Support a culture of learning, accountability, innovation, and continuous improvement.

6. Partnership Development

- Build and maintain collaborative relationships with government, funders, academic institutions, consultants, and community partners.

- Represent Stella's Circle in relevant working groups, consultations, and collaborative initiatives as required.
- Identify opportunities for collaborative research, funding, and system-level impact.

What You'll Bring

- Bachelor's degree in social sciences, public policy, organizational development, business, community development, or related discipline. Equivalent experience may be considered.
- Master's degree is considered an asset.
- Minimum 3 years of progressive experience in research, evaluation, strategic planning, evaluation, research, or related work.
- Strong qualitative and quantitative research skills, including data analysis, interpretation, and report writing.
- Experience developing evaluation frameworks, performance indicators, and measurement tools to assess program and organizational effectiveness.
- Demonstrated experience translating research and evaluation findings into practical recommendations and organizational or operational improvements.
- Experience working cross-functionally with leadership teams to influence decision-making and support strategic priorities.
- Strong understanding of equity, anti-racism, reconciliation, accessibility, and trauma-informed practice.
- Excellent facilitation, communication, consultation, and stakeholder engagement skills.
- Strong project management and organizational skills with the ability to manage multiple priorities in a dynamic environment.
- Proficiency in Microsoft 365 and experience with data analysis and visualization tools (e.g., Excel, Power BI, SPSS, NVivo, or similar).
- Experience in the non-profit, public, or social services sector is considered an asset.

The Details

This is a full-time contract position until March 31, 2030. The hourly rate for this position is \$34.00 - \$36.77. Normal hours of work are Monday – Friday, 8:30am – 4:30pm, totalling 75 hours bi-weekly. Stella's Circle offers health and dental, long-term disability, life insurance, matching RRSP plan, sick leave, personal leave, management leave, birthday leave and three weeks vacation as well as 15 statutory holidays and summer hours.

How to Apply

Please send your cover letter and resume by May 22nd, 2026 to:

Human Resources
Stella's Circle
Email: recruitment@StellasCircle.ca

About Stella's Circle

Stella's Circle is a nationally celebrated charitable organization with a mission to champion growth and transformation through housing, mental health, and employment services. Our wrap-around programs are rooted in self-determination, recovery, and inclusion. Our vision is a home, a purpose, a community, and social justice for all. Learn more at StellasCircle.ca.

Stella's Circle is proud to be an equal opportunity employer that embraces diversity. We are committed to creating an inclusive environment for all individuals and ensuring full and equal participation for each individual in our community. We treat all people with respect and dignity, and recognize their rights, opinions, experience, knowledge, and competence. Stella's Circle encourages applications from people of colour, people of diverse sexual orientations and gender identities, Indigenous Peoples, those with physical and mental illness and/or challenges, and those who face any systemic barrier.

