



BACKGROUND

The Canadian Partnership Against Cancer (the Partnership) is the steward of the [Canadian Strategy for Cancer Control](#) (the Strategy). Its work is guided by the Strategy, which was refreshed for 2019 to 2029 and will help drive measurable change for all Canadians affected by cancer and a future where fewer people get cancer, more people survive cancer and those living with the disease have a better quality of life.

The Partnership works with those on the front lines of cancer care, and people living with the disease, to make system-level changes that improve all aspects of the cancer continuum from prevention, screening and diagnosis through to treatment, clinical care, palliative care and survivorship. Partners include provincial and territorial governments, cancer agencies, health organizations, health-care professionals, people living with cancer and those who care for them, as well as First Nations, Inuit and Métis communities, governments and organizations.

The Partnership's work is guided by a commitment to reducing inequities in cancer care for underserved people in Canada such as those living in rural and remote areas, those with low income and new immigrants, and addressing First Nations, Inuit and Métis Peoples-specific cancer control priorities and actions, outlined in the Strategy, reflecting Canada's commitment to reconciliation.

The Partnership is funded by Health Canada. Learn more about the impact being made by the Partnership with partners across Canada at: www.partnershipagainstcancer.ca.

Consultant, Health Equity Analyst

(Level 5, 18-month contract)

Division Overview

The Partnership's Cancer Systems, Performance and Innovation Division drives improvements in Canada's cancer system through data, research, economic modelling and innovations such as digital healthcare. This division monitors emerging health technologies and leverages data systems to determine gaps and opportunities for improvements in cancer care and informs internal partners on innovative approaches, international best practice and compelling evidence to support key partnership decision making. The division enhances regional integration, with leads located across the country with the mandate of increasing responsiveness to local cancer care needs and opportunities. This division also leads data collection, analysis and reporting to Canadians on the performance of the cancer system and progress of the Partnership and its partners in delivering on the eight priorities of the [2019-2029 Canadian Strategy for Cancer Control](#).

Overview of Role

The *Health Equity Analyst* supports the Cancer Systems, Performance & Innovation Division in carrying out projects and initiatives to achieve organizational priorities. Reporting to the Manager, Analytics & Data Integration, Biostatistician, the incumbent coordinates and provides support to deliver on program/project objectives. As a highly organized professional with strong time management skills, this position delivers on the tasks of the job while contributing to CPAC's overall vision to reduce the burden of cancer on all Canadians.

Core Responsibilities & Activities

Program Specific Accountabilities

- Provide content and methodological expertise related to equity-focused analyses (e.g. priority populations or hardly reached individuals based on socio-demographics status, race, location, Indigenous identity)
- Collaborate, support and advise internal program areas

and external partners on how to integrate an equity focus in their approaches to measurement, monitoring and evaluation

- Provides advice on measurement needs of the program areas and raises relevant questions to stimulate thinking on the appropriate approaches to measurement and rationale for measurement
- Works effectively with internal program areas to provide analytical expertise to plan, conduct, analyze and interpret results to develop actionable strategic recommendations
- Uses quantitative methods to conduct equity-focused analyses using large linked population health data available at the Toronto Research Data Centre (RDC) including but not limited to population health surveys (e.g., Canadian Community Health Survey, census), population data (e.g. census data), cancer registry data and administrative databases (e.g. DAD)
- Works with data custodians (e.g. Statistics Canada, CIHI, provincial/territorial cancer agencies, First Nations, Inuit & Métis partners) to procure data and ensure high data quality
- Conducts literature reviews, environmental scans, fact-checking and other information gathering activities as needed to validate and interpret findings
- Identifies and advises on data limitations
- Generates relevant and meaningful data visualizations to mobilize results to diverse audiences
- Co-develops performance measurement indicators and data collection templates
- Collaborates with colleagues in the Performance Team to maximize our collective ability to measure and report on progress against the Canadian Strategy for Cancer Control, with a strong focus on advancing the equity focus in priorities
- Collaborates with colleagues in the First Nations, Inuit & Métis team to incorporate Peoples-specific priorities in the work

General Accountabilities

- Builds and maintains relationships with internal colleagues as well as external partners.
- Continuously scans the partner landscape to understand needs, explain results and brainstorm solutions
- Keeps abreast of trends and best practice within healthcare and cancer control
- Assists the department, division, program/projects across the organization as needed
- Performs other duties and ad hoc projects as required

Competencies

The Partnership's core competencies are a key element to reviewing performance. While the duties and responsibilities of a position tell you the "what," the competencies tell you

the “how.” We have developed five universal competencies which we expect to be exhibited by all employees regardless of level or position, as well as five leadership competencies which we expect to be exhibited by staff in people management positions.

Universal Competencies

- Inclusive – values diversity and applies an equity lens; consciously thinks about who needs to be included
- Agile – is constantly adapting to partners, priorities and outcomes; is committed to continuous learning and improvement; promotes new ways of doing things
- Collaborative – partners and builds strong relationships; works effectively with team members, focusing on delivering individual contributions to meet collective outcomes
- Outcomes-focused – focuses on the ultimate impact, priorities work with a focus on underserved groups
- Systems-thinking – connects the dots between their work and the broader system, has political acuity

Experience and Qualifications

- University master’s degree in Epidemiology, Biostatistics, Health Policy & Equity, Public Health or other relevant discipline
- Experience working on health equity leading equity-focused analyses and the interpretation of data
- Experience working with linked data and ‘big data’ sets
- Intermediate (required) / advanced (preferred) proficiency in SAS and Excel
- Proficient in Microsoft 365 (Outlook, Word, Excel, PowerPoint, SharePoint, Teams, OneDrive)
- Experience working with First Nations, Inuit and/or Métis is an asset
- Experience working with a broad range of health care databases at organizational, provincial and national levels is an asset
- Bilingual in both English and French is an asset.