



Date: August 2026

APPLICATIONS ARE INVITED FOR THE FOLLOWING CONTRACT POSITION

Position:	Researcher – Queer Competency Study
Division:	Community & Social Justice Division, School of Health, Community & Social Justice
Reporting To:	Program Manager, Centre for Conflict Resolution

Justice Institute of British Columbia:

The Justice Institute of British Columbia (JIBC) is a public, post-secondary institution that provides education and training to those who'll be there to support British Columbians and others around the world, when a life is at stake or when health, safety or property is in jeopardy. Work for JIBC and be a part of the big picture – supporting justice and public safety professionals at all stages of their careers in fields including law enforcement, firefighting, paramedicine, security and emergency management.

School of Health, Community & Social Justice:

The School of Health, Community & Social Justice (SHCSJ) consists of two Divisions: Health Sciences Division (HSD) and Community and Social Justice Division (CSJD). CSJD consists of three Centres: Centre for Counselling and Community Safety (CCCS), Centre for Leadership (CL), and Centre for Conflict Resolution (CCR). The School offers a wide range of interdisciplinary programs and courses in counselling and community safety, leadership, conflict resolution, mediation and negotiation, as well as courses and programs in paramedicine and professional health education.

Position Summary:

The Justice Institute of British Columbia (JIBC) is working with research partners (Mediate BC and Qmunity) to research the skills and requirements for a queer-competent mediator designation. Developing a Queer-Competency Designation for Conflict Resolution Professionals is cross-sector co-creation of knowledge project that will identify the knowledge and skills professional mediators require to be functionally queer-competent with the goal of creating a more equitable system for the 2SLGBTQIA+ community (Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer or Questioning, Intersex, Asexual, and additional sexual orientations and gender identities). This study aims to provide comprehensive recommendations for the successful development and implementation of the designation.

Primary Responsibilities:

Working closely with the Program Manager and in collaboration with relevant JIBC areas, the roles and responsibilities of the Researcher will include but are not limited to the following:

- Collaborate with JIBC staff and research partners to design the research methodology, including sources, timeline, and required resources.
- Liaise with relevant departments within JIBC to ensure timelines and resources are feasible.

- Collaborate with JIBC staff and the student researcher to conduct data collection through surveys, interviews, and focus groups with interested parties.
- Collaborate with JIBC staff to direct the student researcher.
- Research queer competency models used in other institutions and relevant organizations.
- Analyze the collected data in collaboration with the research team to inform strategic planning and decision-making for the queer competency program.
- Present preliminary findings to research partners and other interested parties for validation and feedback.
- Develop comprehensive recommendations for development of a queer competency model for Mediators.
- Formulate an action plan based on the analysis and findings.
- Collaborate with JIBC staff and the student researcher to prepare and submit a final report detailing the research findings.
- Co-present the final report to relevant JIBC departments, research partners and other interested parties.

Qualifications & Requirements:

Education and Training

- Master's Degree in a relevant field (adult education, conflict resolution etc.), or an acceptable equivalent combination of education, training, and experience.

Knowledge, Skills and Experience

- Experience in designing and conducting qualitative research, particularly with trauma-informed research practice.
- Strong verbal and written communication skills, with the ability to conduct interviews and draft reports.
- Ability to interpret and analyze data, identify patterns, and synthesize information from various sources.
- Strong organizational skills to manage multiple tasks, maintain accurate records, and meet deadlines.
- Proficiency in using Microsoft Office Suite (Word, Excel, PowerPoint) and familiarity with data analysis software (e.g., NVivo, SPSS) is an asset.
- Ability to work collaboratively within a research team and engage with diverse interested parties.
- Knowledge of the conflict resolution practice and especially mediation.
- Strong understanding of 2SLGBTQIA+ communities and commitment to research partners' mission and values.

Salary Range: \$68/hr up to 100 hours

Posting Date: August 19, 2026

Closing Date: September 8, 2026

Start Date: October 5, 2026

Submit applications via email to Amy Severson aseverson@jibc.ca