

Career opportunity: Research Associate, Data Lead

Location: Remote position, location is flexible

Status: Full-time; indeterminate

Language Requirement: Fluency in English is required; working knowledge of French (oral and written) is highly desirable.

Who we are:

About the Centre:

The Centre for Agri-Food Benchmarking and its partners focus on decision-useful data to enhance productivity and supply chain resilience. They support the integration and alignment of metrics to measure Canadian agri-food performance and identify data gaps, while mapping performance to sustainability standards such as SASB, GRI, ESRS, and ISSB/CSSB. As open data and science continue to evolve, the Index is positioned to become an even more effective tool for tracking and improving sustainability outcomes across the agri-food sector.

The National Index on Agri-Food Performance provides a comprehensive view of sustainability in Canada's agri-food sector, measuring outcomes from production to retail. Since 2020, a coalition of over 150 private-public partners has developed a framework of 20 indicators and 130+ metrics across four areas: environment, finance, social factors, and food integrity – including traceability and the Canadian food brand. Launched as a pilot in May 2023, the Index aims to improve alignment in measuring agri-food performance and strengthen data collection and reporting.

The opportunity:

The Centre for Agri-Food Benchmarking is seeking a Research Associate, Data Lead to support the coalition in identifying and evaluating new metrics for data integration and quality assurance across industry, government, and research. This role is key to advancing the Agri-Food Performance Index from a pilot initiative to a credible reporting tool for Canada's agri-food performance. Guided by the ISSA 5000 Sustainability Assurance standard, the Data Lead will help strengthen performance indicators through the continued development of evidence assessment criteria that support the integration of high-quality data. This position offers a unique opportunity to shape sustainability measurement in Canada's agri-food sector while fostering collaboration to improve performance and enhance the resilience of our supply chains.

Primary responsibilities:

- Oversee data intake from government datasets, commissioned research, and trusted data providers, ensuring integrity, relevance, and completeness for sector-wide benchmarking.
- Act as a key liaison with coalition members and external partners to foster collaboration and integrate valuable insights into the Centre's work.
- Lead the creation of the Centre's annual report and develop written and visual reports, including data visualizations, to effectively communicate insights.
- Oversee the development and enhancement of a Power BI dashboard, integrating new data points and metrics.

- Lead the co-development of an evidence assessment framework for Working Groups to evaluate reports and identify new metrics.
- Define and track KPIs to measure the completeness and relevance of data, supporting performance assessments and corporate reporting.
- Supervise external consultants on data integration, reporting, and dashboard development, with an expanding role as the Centre grows.
- Demonstrate intellectual curiosity, strategic thinking, and the ability to navigate complex discussions.

As an ideal candidate, you will have:

- A background in agriculture, agri-food, or a related sector, with an understanding of industry challenges.
- Strong expertise in data systems, analytics, and integration; experience with Power BI or similar tools is an asset.
- Proven ability to lead projects and manage complex data initiatives with multiple priorities.
- Ability to critically assess data quality, identifying gaps, and aligning metrics with performance indicators, ESG requirements, and market access needs.
- Experience in creative problem-solving, challenging assumptions, negotiating options, and iterating quickly to find effective solutions.
- A continuous learning mindset, embracing emerging methodologies and adapting to change in a fast-moving environment.
- Skill in stakeholder engagement, effectively communicating data insights and fostering collaboration across industry, government, and research.
- An autonomous way of operating, with a bias for action while balancing independent leadership with a team-oriented approach in a dynamic environment.

Skills:

Essential:

- Master's degree, preferably in Science, Agriculture, Business Administration; or Bachelor's degree with equivalent experience
- Minimum of 7 years of experience working in a results-oriented environment
- Minimum of 1 year of experience in data analysis
- Proficiency in Power BI and/or Tableau
- Proficiency in Microsoft Office, particularly Excel, PowerPoint and Word

Desirable:

- Experience in program monitoring and evaluation activities, or indicator development.
- Proficient in a statistical software package, preferably R or Stata
- Experience in conducting GIS analyses
- Bilingual proficiency in French and English is an asset

Why work at the Centre for Agri-Food Benchmarking:

We offer a flexible, inclusive, and innovative work environment with a collaborative team that supports continuous learning and initiative. Our competitive salary and compensation package is based on skills and experience, complemented by robust paid leave programs. As a growing organization at the forefront of data and innovation in the agri-food sector, we provide opportunities for professional growth, increased responsibilities, and career advancement.

How to apply:

Please submit your resume with a cover letter indicating why you are uniquely qualified for this position to careers@businesssherpagroup.com. Applications will be reviewed on a rolling basis, with the job opportunity remaining open until filled.

CAPI and the Centre is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive workplace. We accommodate people with disabilities throughout the recruitment and selection process. Please indicate your need for accommodation in your application.

We thank all candidates for their interest in the Centre for Agri-Food Benchmarking; however, only those selected for an interview will be contacted.