

Evaluation and Evidence Lead

Position Description

Reporting to:	Manager, Fidelity and Impact Measurement	Work location:	Any Australian capital city
Department:	54 reasons	Budget holder:	No
Team:	Practice and Impact Measurement	Direct reports:	Nil

About 54 reasons

54 reasons is Australia's leading child rights organisation, proudly part of the Save the Children Australia Group and global movement. We're here to make sure that everyone understands their rights. So that children and young people have their rights met and thrive, in all their diversity.

We champion the children, young people and families we work with. We are inspired by the curiosity and creativity of children, and motivated by the love of those who care for them. With the child's voice at the centre, we provide quality services to children and their caregivers, advocating with them so that children develop, learn, and are connected, safe and confident.

Our people are proudly local, and as diverse as the communities we serve - in every state and territory, and across regions, remote areas and capital cities. With operations in every state and the NT, our services span the early years and school engagement, youth justice, domestic and family violence and family support, and our practice is grounded in child rights and participation.

Role Purpose

The Evaluation and Evidence Lead is responsible for supporting implementation of our impact measurement framework, which aims to monitor and measure our impact for children to:

- strengthen the evidence base of our Australian programs
- improve the consistency of how programs are implemented across the country, and
- reshape how our programs collect, analyse and learn from data and evidence to secure 54 reasons as a leader in Child Rights programming.

Key Areas of Accountability

Role requirements

- Provide technical support to projects on all aspects of evaluation, including theories of change, program logics, evaluation designs, plans and data collection methods – including leading this work on selected projects
- Provide capacity building for practitioners on aspects of monitoring, evaluation, accountability and learning
- Support proposal and business development activities and processes to embed best practice monitoring and evaluation into the design of programs
- Support with the development of evaluation briefs for external evaluations and research and support with the management of external researchers and commissioned evaluation projects – including leading this work on selected projects
- Collect, analyse and report on qualitative and quantitative data collected across 54 reasons
- Develop frameworks for program and organisational impact reporting
- Collaborate with other team members to provide consolidated, relevant advice to teams
- Foster collaborative working relationships across teams, to effectively leverage all available support and improve alignment and collaboration
- Provide proactive updates to stakeholders and regular program reports, tracking to outcomes and key deliverables
- Ensure teams understand and comply with monitoring and reporting requirements in terms of impact benchmark

Health, safety, security and risk management

- Be a role model for safety and security and comply with all workplace safety policy, procedure, work instructions and training
- Act safely at all times
- Report all incidents, injuries and potential hazards in a timely manner
- Participate in, and contribute to, health and safety awareness and improvements
- Be aware of, document and manage the risks associated with your team's programs and workplaces and ensure appropriate elimination or mitigation measures are applied

Child protection and safeguarding requirements

- Maintain a child safe environment at the workplace and safeguard children's rights, acting in the best interests of children at all times
- Comply with the Child Safeguarding Code of Conduct and child safeguarding and protection policies and standards (click [here](#) to view further details)
- Demonstrate the highest standards of behaviour towards children in both your private and professional life
- Never abuse the position of trust that comes with being a part of the Save the Children family
- Maintain a safe and positive relationship at all times when working with children and young people
- Respond to any concerns for the safety or wellbeing of a child in a program in accordance with internal reporting processes

Person Specification

Essential knowledge or experience

- Experience in the design and implementation of mixed methods evaluation to determine implementation progress, service quality and achievement of program objectives
- Experience in the use of outcomes frameworks, including program logics, theories of change and identification of indicators and measurement tools
- Demonstrated ability to report complex information, including evaluation reports and summaries, to a diverse range of stakeholders
- Experience with commissioning external research and evaluations
- Problem solving skills and ability to negotiate successful outcomes in potentially challenging circumstances
- Strong engagement skills and the ability to work across a range of diverse stakeholders in a culturally sensitive way
- Strong project management, time management and organisational skills, attention to detail and the ability to manage competing priorities under pressure and to tight deadlines
- An ability to translate complex measurement concepts to practitioners and develop staff understanding of monitoring and evaluation

Desirable knowledge or experience

- Experience in research and evaluation with a focus on children and young people and a child rights approach to child development

Required qualifications and/or accreditations

- Degree in social or behavioural sciences, evaluation, health sciences or other relevant discipline strongly preferred, or significant equivalent experience

Additional Information

- Any offer of employment at 54 reasons will be subject to a satisfactory National Police Record Check and, where required, a Working with Children Check
- Employees must sign on to Save the Children Australia's Child Safeguarding Policy and Code of Conduct
- Ongoing performance and employment will be measured against KPIs, values and demonstrated behaviours outlined above
- 54 reasons is an Equal Opportunity Employer

Driver's Licence:
Working with Children Check: Preferred
Required

Travel: Some travel required
Assets: Laptop