

Evidence and Insights Implementation Lead

Position Description

Reporting to:	Manager, Evidence 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. Our operations and 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.

From our 54 reasons Practice Framework to our culture where you will feel valued, belong and make a difference for children, 54 reasons is truly a place you will **learn and grow**. Find out more about *Our Promise* to Children and Young People and how our Practice and Impact measurement team works to ensure the provision of high quality, contemporary and inspiring service, practise and outcomes that meet and exceed client needs. [Our Approach – 54 reasons](#)

Here you'll make a difference

At Save the Children Australia, we attract bright and big-hearted people who are inspired to make a difference. Together, we are fearless in our pursuit of making lasting change for the children and communities who need it most.

Role Purpose

The Evidence and Insights Implementation Lead strengthens how 54 reasons uses evidence in practice by leading the implementation of shared evaluation approaches, reporting frameworks and organisational learning practices. The role ensures that evidence is consistently understood, interpreted and applied across programs, enabling teams to use data, insights and lived experience to inform reflection, improvement and decision-making.

A core focus of the role is building evaluation capability and data literacy across the organisation. This includes supporting the rollout of outcomes frameworks, indicators and participatory methods, and helping teams make sense of evidence in real work contexts. By improving how practitioners engage with data and learning, the role contributes directly to high quality, contemporary and evidence-informed practice for children, young people and families.

The position sits within the Practice & Impact Measurement team and works closely with program teams across 54 reasons to embed consistent, meaningful and actionable use of evidence that supports positive outcomes for children.

Here your skills will be valued

Practice Enablement and Capability Building

- Equip program teams to confidently apply evidence and insights in their everyday practice and decision making.
- Design, coordinate and deliver training that strengthens evaluation capability and data literacy across diverse roles.
- Create and maintain practical, self-serve tools and resources that support teams to use evidence in real work contexts.
- Provide follow up coaching and implementation support to help staff embed learning and new approaches in practice.
- Help teams interpret data and evaluation findings, drawing out implications for planning, reflection and improvement.
- Build confidence and skill in using Most Significant Change (MSC), offering training and hands on support to ensure high quality, ethical and appropriate use.

Reporting Frameworks and Measurement Approaches

- Support teams to use agreed reporting frameworks consistently, including KPIs, outcomes and indicator definitions
- Assist with the development and documentation of indicators, data definitions and measurement approaches so there is shared understanding across practice areas
- Support guidance on how qualitative approaches, including MSC, sit alongside quantitative data in reporting and learning
- Provide practical support to monitoring, evaluation and learning activities, such as program logics, outcomes frameworks and evidence reviews
- Contribute to bringing data and insights together in ways that support learning, accountability and improvement
- Support coordination of priority Practice & Impact Measurement initiatives, working collaboratively with colleagues across the organisation

Knowledge Sharing and Collaboration

- Document and share learning from practice to support knowledge sharing across 54 reasons
- Work closely with Practice & Impact Measurement colleagues and program teams to strengthen evidence-informed practice
- Participate in working groups, learning forums or communities of practice as needed
- Role model organisational values of Accountability, Ambition, Collaboration, Creativity and Integrity

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

Here you'll belong

It takes all types of people to do the challenging work we do. Here are some of the specific skills and experiences you'll bring to this role:

Essential knowledge or experience

- Strong monitoring, evaluation and learning (MEL) capability. Including outcomes frameworks, indicators, program logic, qualitative and quantitative methods, and turning findings into usable insights.
- Experience building capability in others, supporting practitioners and leaders to develop data literacy, evaluation skills and confidence using evidence in day-to-day work.
- Ability to translate data and evidence into clear, practical guidance. Making insights meaningful, accessible and actionable for diverse teams.
- Experience implementing shared frameworks or organisational approaches, ensuring consistency, clarity and uptake across multiple programs and organisational levels.
- Strong collaboration and relationship building skills, effectively working across functions to strengthen evidence-informed practice and support learning cultures.

Desirable knowledge or experience

- Participatory and qualitative methods, especially Most Significant Change (MSC).
- Human centred design, implementation science or change enablement experience.
- Experience synthesising evidence from research, lived experience, practice wisdom and service data.
- Familiarity with data systems used in child, youth and family services.
- Experience contributing to organisational learning initiatives such as communities of practice or cross-team improvement projects.

Required qualifications and/or accreditations

- Degree in social or behavioural sciences, public health, community development, evaluation, learning or another relevant discipline
- Additional training or certification in MEL or outcomes measurement (formal or informal) is highly regarded.

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:	Required/Preferred	Travel:	Some travel required
Working with Children Check:	Required	Assets:	Laptop/other