

Manager Data Capability & Organisational Insights

Position Description

Reporting to:	Head of Practice and Impact Measurement	Work location:	Any capital city or otherwise by negotiation
Department:	54 reasons	Budget holder:	No
Team:	Practice and Impact Measurement	Direct reports:	Yes

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 Manager Data Capability & Organisational Insights leads the design, delivery and governance of 54 reasons' data systems to ensure they are robust, well-architected and aligned to organisational needs. The role oversees how data is accessed, validated, stored and used across the organisation, and ensures accurate, timely insights are available to inform domestic programming and service delivery.

This role strengthens 54 reasons' evidence base by improving how we collect, analyse and learn from data about our impact for children. 54 reasons operates nationally with more than 600 staff delivering services across metropolitan, regional and remote communities in every State and the NT, spanning early learning, educational engagement, youth justice, family support, domestic and family violence, and community development.

The position sits within the central Practice and Impact Measurement Team and reports to the Head of Practice and Impact Measurement. It provides direct leadership to technical staff (currently one role). The team is responsible for ensuring high-quality, contemporary and inspiring service, practice and outcomes that meet and exceed client needs.

Key Responsibilities

- Implement 54 reasons' Data Governance Structures and data strategy.
- Drive consistent data governance and data management practices across all business areas.
- Analyse current business processes and define the case for change to strengthen data management capabilities, including defining, mapping and measuring critical data.
- Provide leadership, guidance and support to uplift data literacy and embed strong data practices.

- Ensure the organisation's data approach supports continuous improvement and enables clear measurement of impact for children and families.

Working Relationships and Ways of Working

The role works across all business and service delivery teams, building strong relationships with senior stakeholders and developing deep knowledge of operational processes, critical data elements and data management frameworks. It plays a central role in enabling transformational change in how 54 reasons manages and uses data, and is responsible for tracking, prioritising and delivering a high volume of complex projects and organisational objectives.

Here your skills will be valued

Leadership

- Role model and embed our organisation values of Accountability, Ambition, Collaboration, Creativity and Integrity
- Provide proactive updates to stakeholders and regular program reports, identifying tracking to key deliverables
- Foster collaborative working relationships across teams, to effectively leverage all available support and improve alignment and collaboration
- Foster a learning culture by staying abreast of contemporary thinking and research and actively developing your own skills and those of others.

Data governance

- Lead 54 reasons Data Governance approach, ensuring staff at all levels understand its purpose, intent and importance.
- Ensure data systems enable teams to meet monitoring and reporting requirements, including impact benchmarks and funder obligations.
- Design and refine processes, documentation and guidance to strengthen data quality, integrity and security, and support clear communication across 54 reasons.
- Track, measure and report progress of data initiatives and adoption through the Data Governance Framework.

Data strategy

- Coordinate and implement the organisation's data strategy, including refining the client management system to ensure it is fit for purpose and aligned to organisational needs.
- Ensure the data strategy enables measurement of organisational net impact, working closely with the Manager, Evidence and Impact Measurement.
- Guide leaders to consistently define business rules, data standards and quality requirements.
- Develop reports and dashboards that monitor data integrity and quality, detect changes and support decision-making.

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
- Ensure staff have completed all required training and have up-to-date background and working with children checks
- Lead and promote a culture of strong governance promoting employee health, safety and security and operational risk management
- Show leadership towards health and safety awareness and improvements

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 Policy](#) & [Code of Conduct](#)
- 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
- Ensure staff have completed background checks and are trained in child safeguarding in line with organisational and program requirements

All roles at Save the Children contribute to our impact for children

At Save the Children and 54 reasons, every role, whether in our programs or support services, plays a vital part in our impact for children. We are committed to creating a positive impact on the lives of children and their communities, and we value the contributions of every team member in achieving this vision.

Here you’ll belong

It takes a diverse range of people and strengths to do the work we do. The following skills and experiences will set you up for success in this role.

Essential Knowledge and Experience

- Demonstrated experience in a similar role, with a strong and applied understanding of data governance, data quality frameworks and associated procedures.
- Ability to work across a large and diverse portfolio of projects with complex interdependencies, critical timeframes, and a strong sense of initiative, problem-solving and organisational awareness.
- Experience designing and operating databases that integrate with external funder systems, including documentation, data element mapping and cross-system alignment.
- Proficiency in Microsoft Excel, SharePoint and Salesforce platforms.
- Strong communication skills, with the ability to translate technical concepts into clear business language for non-technical audiences.
- Experience designing processes, templates and tools that support effective data collection, analysis and management, and capability in training others to ensure consistent implementation of data management and governance standards.
- Demonstrated experience in collecting, organising and interpreting data to generate actionable insights that support data-informed decision-making.
- A proven track record of managing sensitive data with integrity, discretion and sound judgement.
- Demonstrated commitment to learning, adaptability and contributing positively to a collaborative team culture.

Required qualifications

- Relevant tertiary qualifications and/or equivalent experience with modern, large scale databases

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:

Required
Required

Travel:
Assets:

Some required
Laptop