

Position Description

Job Title:	Evaluator	Reporting To:	Evaluation Lead
Team:	Evaluation and Data Team	Travel:	Frequent local, regular regional, occasional intrastate
Location:	Southern Tasmania (greater Hobart)	Position Type:	0.5 - 1.0 FTE Fixed term to 30 June 2021
Level/Salary Range (FTE):	\$79,200 + allowances + super (commercial equivalent of \$88,500 of base salary with full PBI salary packaging benefit)	Leave Entitlements (pro-rata):	5 weeks annual leave Other leave as per National Employment Standards
Contact:	recruitment@beaconfoundation.net		

Role (Purpose):

Enable Collective ed. sites to generate rapid learning, and act on this learning to inform strategy, through asking evaluative questions, applying evaluation logic and gathering and reporting evaluation data.

About Collective ed.:

- Four in 10 Tasmanian students who are currently in Year 9 will not finish Year 12 or equivalent. Collective ed. is a network of six state school communities, partner organisations, and a Beacon support team who are working together to change this. We want all young people in Tasmania to enter a meaningful pathway after school, including by supporting more students to complete Year 12 or equivalent.
- Collective ed. is driven by young people and their communities. We are building a network of people and organisations across communities who want to increase opportunities for young people to thrive.
- The initiative is funded by the Paul Ramsay Foundation and the Tasmanian Government (Department of Education and Department of State Growth), and supported by the Beacon Foundation, a not-for-profit leader in supporting young people to transition from education to meaningful employment.

About Collective ed. Developmental Evaluation:

The Collective ed. evaluation has a primary purpose of learning and amplifying. Our approach is:

- We support development of innovation and adaption in dynamic environments
- We are positioned as an internal team function integrated into the process of gathering and interpreting data, framing issues, surfacing and testing model developments
- Our work is centered on our values and commitment to make a difference
- We apply methodical flexibility and adaptability; we learn to respond to a lack of control and stay in touch with what is unfolding and respond accordingly
- We develop measures and tracking mechanisms quickly as outcomes emerge and the process unfolds
- We provide rapid, real-time feedback in user friendly and diverse forms, with the aim to nurture learning
- We apply systems thinking, balance creativity and critical thinking, have a high tolerance for ambiguity, and are open and agile
- We facilitate rigorous evidence-based perspectives

Values: Equity • Authenticity • Transparency • Integrity
• Those with lived experience as central to decision making

Key Attributes (Be):

- Apply the attributes and approaches identified in the ‘About Collective ed. Developmental Evaluation’ section above
- Driven to support all young people to thrive, drawing on the strengths of the local community to help achieve lasting, system-wide change
- A natural communicator, with an ability to listen deeply and understand, who is comfortable engaging with people from a variety of backgrounds and can communicate complex ideas to influence decision making
- Qualitative and quantitative data literacy and analysis skills
- A strategic thinker with a high capacity for working with complexity and ambiguity, who can deftly manage short-term demands while focusing on long-term priorities
- Comfortable working independently, but also knows when to escalate or call in support
- Willing to learn and adopt new ways of working within this emerging field of collective impact
- Agile in response to emerging priorities and challenges, and willing to adapt practice based on feedback
- Always optimistic and resilient, and able to remain motivated in the face of setbacks
- Resourceful, with strong initiative, determination and drive
- Acts with integrity, honesty, authenticity and able to work with professionalism, confidentiality and compassion at all times

Key Responsibilities (Do):

- Work with the Collective ed. team and statewide support team to monitor and evaluate the school-based and community-based initiatives that Collective ed. helps to implement and contribute to the gathering, interpretation and sharing of data in a way that makes sense to the community and enables a nimble response across the community network:
 - With the site teams and Evaluation Lead, develop a living work plan for the evaluation
 - Design and carry out evaluative activities in accordance with that plan (including, but not limited to, literature reviews, interviews, surveys, network maps)
 - Undertake and support analysis of the data collected and present it in audience appropriate, powerful ways to site teams, the Evaluation Lead and key partners through dashboards, reports, participatory meetings and other relevant methods
 - Identify key bright spots, learnings and opportunities that the sites can leverage for improved outcomes
 - Harvest and meaningfully share bright spots, learnings and opportunities to amplify at a site and state level

General

- Adhere to Beacon Foundation and school policies and procedures and meet internal administration and accountability requirements, including engagement in learning program, participation in the collective, budgets, record keeping, reporting and evaluation
- Ensure strong relationships with school staff, students and community and with other Collective ed. teams
- Support and maintain a positive image of Collective ed. and Beacon Foundation
- Work with the Evaluation and Data Team to connect up and align data sets and to provide this data in useful, effective and to enable data literacy and translation at a local and network level
- Undertake other ad hoc duties as required

Qualifications and Experience:***Essential:***

- Tertiary qualification in related field
- Experience in research and evaluation methods

Preferred:

- Experience in working collaboratively with communities and key partners
- Experience communicating complex ideas to a broad audience

- Understanding of, or experience in, working with complex community issues
- Knowledge of the Collective Impact approach

Other Requirements:

- Current Driver's License (use of own vehicle required, reimbursement available)
 - Own mobile phone, able to be used for work purposes (allowance provided)
 - National Police Check and Tasmanian Working with Vulnerable People Check (employment level)
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How to apply:

Please email your application to recruitment@beaconfoundation.net. Applications must include:

- A cover letter/statement of no more than two pages outlining your commitment to this work and where your specific skills, experience, interests and drive is in line with the Key Attributes, Key Responsibilities, and Qualifications and Experience;
- Detailed curriculum vitae (CV); and
- Contact details for two referees who can confirm your skills in relation to the position.

Salary Packaging:

- As Beacon is a Public Benevolent Institution (PBI), salary packaging is available. Salary packaging enables you to reduce the amount of income tax you pay and therefore increases your take-home pay.
- Packaging of up to \$18,550 per annum (1 April – 31 March) for General Living and Meal and Entertainment expenses is available from your pre-tax income.
- Individual circumstances may impact your total benefit. For more information, please visit www.accesspay.com.au