DATA SCIENTIST

DEPARTMENT/UNIT	ARC Centre of Excellence for the Elimination of Violence Against Women
FACULTY/DIVISION	Faculty of Arts
CLASSIFICATION	HEW Level 8
DESIGNATED CAMPUS OR LOCATION	Clayton campus

ORGANISATIONAL CONTEXT

At Monash, work feels different. There's a sense of belonging, from contributing to something groundbreaking – a place where great things happen. You know you're part of something special and purposeful because, like Monash, your ambitions drive you to make change.

We have a clear purpose to deliver ground-breaking intensive research; a world-class education; a global ecosystem of enterprise – and we activate these to address some of the challenges of the age, Climate Change, Thriving Communities and Geopolitical Security.

We welcome and value difference and diversity. When you come to work, you can be yourself, be a change-maker and develop your career in exciting ways with curious, energetic, inspiring and committed people and teams driven to make an impact – just like you.

We champion an inclusive workplace culture for our staff regardless of ethnicity or cultural background. We have also worked to improve gender equality for more than 30 years. Join the pursuit of our purpose to build a better future for ourselves and our communities – #ChangeIt with us.

The Australia Research Council Centre of Excellence for the Elimination of Violence against Women (CEVAW) is the world's first Centre to tackle the full range of forms of violence against women in Australia and the Indo-Pacific region. CEVAW aims to transform our understanding of the problem by examining the structural drivers that cause and compound violence against women (VAW), and pioneering new, evidence-based approaches to inform trajectory-altering practice and policy. CEVAW will generate fundamental knowledge on the causes of violence, the contexts in which it occurs, and the most effective and efficient responses. This interdisciplinary research will be data-driven, Indigenous-centred and co-designed with partners. CEVAW brings together over 40 world-leading experts to develop scalable approaches to eliminate violence against women across the legal, security, economic, health, and political systems of Australia and the region.

Headquartered at Monash University, CEVAW comprises 14 chief investigators at seven Australian institutions, 15 partner investigators worldwide, 33 partner organisations and over 100 HDR students and postdoctoral fellows. By building strategic and strong partnerships with Australian and international research institutions and partner organisations, CEVAW will translate research into innovative tools and strengthened capacity to drive the elimination of violence against women. With almost $50M investment from the ARC and contributing organisations, CEVAW is poised to make a significant, global impact.

At CEVAW, we are committed to fostering an inclusive, safe and supportive environment free from discrimination and marginalisation that upholds the principles of respect, equity, and inclusion. We are committed to research that is anti-colonial and a policy of zero tolerance of racism, homophobia, transphobia, misogyny and all forms of bullying and harassment. Aboriginal and Torres Strait Islander people are strongly encouraged to apply for all positions.

Monash and the ARC CEVAW values staff diversity and champions inclusive practices. We are committed to equitable decision making and apply the principles of achievement relative to opportunity in our selection processes.

POSITION PURPOSE

The Data Scientist in the ARC Centre of Excellence for the Elimination of Violence Against Women (CEVAW) plays a crucial role in data analysis and data visualization to support the development of a research evidence base and to drive innovation in addressing violence against women.

The Data Scientist applies high-level expertise to provide a range of complex analytical services to support the research and strategic needs of CEVAW investigators. This will include co-designing an appropriate index methodology and the collection and analysis of secondary data sources that encompass protective and risk factors for violence against women.

The position undertakes consultation with CEVAW investigators to identify, document and validate research needs and undertakes comprehensive research, qualitative and quantitative data analysis and modelling to inform the creation of CEVAW's knowledge, evidence and data.

The position requires a high level of creative thinking and the ability to propose and implement innovative solutions to complex problems. The Data Scientist is responsible for developing and implementing the centre's web-based knowledge platform, managing large datasets, and collaborating with CEVAW investigators to communicate findings effectively. Additionally, the incumbent will educate and develop skills with CEVAW investigators and students, build relationships with CEVAW partner organisations, and contribute to the continuous improvement of CEVAW's data analysis capabilities.

The Data Scientist is also responsible for identifying, developing and implementing new analytical processes, methodologies and frameworks to meet CEVAW's needs and to enhance the operations of the ARC Centre of Excellence.

Reporting Line: The position reports to the Chief Operating Officer under broad direction, working with a degree of autonomy.

Supervisory Responsibilities: Not applicable

Financial Delegation: Not applicable

Budgetary Responsibilities: Not applicable

KEY RESPONSIBILITIES

1. Develop and implement innovative approaches and apply creative thinking and an experimental approach to problem-solving, developing and implementing innovative ways to

analyse data and validate findings and continuously improve and enhance CEVAW's data analytic capabilities.

2. Assist CEVAW investigators with reporting, testing hypotheses, and statistical modelling and validation of results.

3. Utilise extensive technical capabilities and expertise in data visualization and data visualization software to design and implement CEVAW's web-based, public-facing, evidence platform.

4. Design, develop, build, and maintain both internal data platforms such as a women's resilience index within CEVAW and the external evidence platform and manage secondary data sets and consolidate data to provide a comprehensive and reliable resource for analysis.

5. Collaborate with CEVAW investigators, staff and partners to articulate findings in an easily understandable manner sensitive to the needs of end-users. Present statistical and other data in an applied way, communicating effectively with academics and practitioners in the violence against women field.

6. Take responsibility for educating CEVAW partners on the data platform and its use and support the development of skills within the centre to enhance data literacy and promote effective data management practices.

7. Manage and coordinate selected analytical services to inform research, monitor performance, planning and new initiatives in accordance with university policies, procedures and strategic priorities.

8. Develop specialised reports, correspondence, recommendations, presentations and advice on highly complex issues for a variety of audiences, especially CEVAW investigators.

9. Implement and deliver significant strategic research and data projects, develop and implement frameworks, methodologies, standards and reporting processes including those relating to compliance and quality assurance.

10. Develop and maintain strong partnerships and networks with other relevant business units, functional areas, internal and external stakeholders, including contributing to collaborative projects and cross-functional initiatives.

11. Build and develop relationships with CEVAW's networks to create a community of practice and leverage these networks to stay updated on best practices in data management and collaborate on shared challenges.

12. Other duties as directed from time to time.

KEY SELECTION CRITERIA

Education/Qualifications

1. The appointee will have:
   - Postgraduate qualifications in statistics and data science and extensive relevant experience; or extensive experience and data science expertise; or
   - an equivalent combination of relevant experience and/or education/training.

Knowledge and Skills

2. Familiarity with gender statistics and data analysis, and/or application of large-N data sets

3. Possess extensive understanding and technical capabilities in data visualization and data visualization software.

4. Demonstrate proficiency in designing and implementing web-based evidence platforms and managing large datasets.

5. Exhibit a high level of creativity in approaching complex problems and proposing innovative solutions.

6. Proven ability to validate findings through an experimental approach and the application of advanced analytical techniques.

7. Substantial business analysis experience including contributing to strategic developments or initiatives in the provision of research, qualitative and quantitative data analysis

8. Highly developed planning and organisational skills, with experience establishing priorities, allocating resources and meeting deadlines

9. High level knowledge of quantitative research design and statistical analysis techniques, expertise in research, correlation and regression analysis along with experience in the development and application of analytical business tools

10. Excellent relationship management and consulting skills including the ability to engage with, influence and negotiate with a variety of stakeholders and external networks with the ability to foster a community of practice.

11. Highly-developed analytical and conceptual skills including demonstrated ability to conceptualise, develop and translate business issues into creative, workable solutions

12. Excellent interpersonal and communication skills with the ability to provide authoritative advice and effectively translate and present complex concepts and information

13. Advanced computer literacy, particularly with current business management software packages and their various application capabilities

OTHER JOB RELATED INFORMATION

- Travel to other campuses of the University may be required
- There may be a requirement to work additional hours from time to time
- There may be peak periods of work during which taking of leave may be restricted

GOVERNANCE

Monash University expects staff to appropriately balance risk and reward in a manner that is sustainable to its long-term future, contribute to a culture of honesty and integrity, and provide an environment that is safe, secure and inclusive. Ensure you are aware of and adhere to University policies relevant to the duties undertaken and the values of the University. This is a standard which the University sees as the benchmark for all of its activities in Australia and internationally.