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| **Position Title** | Research Fellow |
| **Classification** | Level A |
| **School/Division** | UWA Business School |
| **Centre/Section** | The Centre for Social Impact |
| **Supervisor Title** | Chair in Social Investment and Impact / Director, The Centre for Social Impact |
| **Supervisor Position Number** | 309098 |
| **Position Number** | NEW |

**Your work area**

The Centre for Social Impact (CSI) is a national research and education centre dedicated to catalysing social change for a better world. CSI is built on the foundation of four of Australia’s leading universities: UNSW, The University of Western Australia (UWA), Swinburne University of Technology and Flinders University.

Our research develops and brings together knowledge to understand and respond to current social challenges; our postgraduate and undergraduate education develops social impact leaders; and we aim to catalyse change by drawing on these foundations and translating knowledge, creating leaders, developing usable resources, and reaching across traditional divides to facilitate collaborations.

The Centre for Social Impact at UWA (CSI UWA) delivers a Graduate Certificate of Social Impact, an undergraduate unit in Social Impact and executive education in our areas of expertise. CSI UWA’s primary research areas are homelessness, entrenched disadvantage and poverty, unemployment, aged care, the disability sector, mental health, family and domestic violence, child advocacy, social innovation, social enterprise, the economics of social issues and social problems and social finance. CSI UWA is also a leader in outcomes measurement and evaluation of social programs and initiatives.

**Reporting structure**

Reports to: Chair in Social Investment and Impact/ Director, The Centre for Social Impact

**Your role**

This is a research-only position within the Centre for Social Impact at The University of Western Australia (CSI UWA). As the appointee, you will, under broad direction, engage in comprehensive data preparation and analysis, including downloading and linking datasets, developing ETL pipelines, and analysing large datasets to extract insights and trends. You will create reports and dashboards using visualisation tools like Power BI, effectively communicating findings to diverse audiences.

Additionally, you will develop and deploy predictive models and machine learning algorithms, ensuring data privacy and model accuracy. Collaboration with stakeholders is crucial for translating project needs into data-driven solutions and enhancing data infrastructure. Staying updated on industry trends, you will also implement improvements to existing processes and methodologies.

**Your key responsibilities**

**Data Preparation and Data Analysis:**

* + Download data from a variety of platforms.
  + Linkage of datasets through the use of linkage keys.
  + Develop and implement data pipelines for data Extraction, Transformation, and Loading (ETL).
  + Analyse large datasets (including linked administrative datasets) to identify trends, patterns, and insights.
  + Produce summary statistics for industry and public audiences.

**Reporting and Visualisation:**

* + Create and present reports, visualisations, and dashboards to communicate findings and recommendations.
  + Utilise data visualisation tools (Power BI) to deliver easily interpretable insights including in web-based applications.

**Model Development:**

* + Deploy predictive models and machine learning algorithms across a wide variety of project needs while maintaining strict data privacy, depending on requirements (e.g., object tracking, speech-to-text audio transcription, Large Language Model (LLM) -assisted qualitative data analysis).
  + Validate and test models to ensure accuracy and reliability.
  + Deploy and maintain models in a production environment.

**Collaboration:**

* + Work with stakeholders to understand project needs and translate them into data-driven solutions.
  + Collaborate with researchers and other team members to enhance data infrastructure and processes.
  + Maintain open lines of communication with team members, providing updates on tasks and seeking assistance when needed.
  + Offer assistance and encouragement to team members, fostering a cooperative and inclusive environment.

**Continuous Improvement:**

* + Stay current with industry trends and advancements in data science and analytics.
  + Propose and implement improvements to existing processes and methodologies.
  + Other duties as directed

**Your specific work capabilities (selection criteria)**

A postgraduate degree in Data Science, Computer Science, Statistics, or in a related field, or a Bachelor’s degree with honours.

Prior work experience in data science or a related field, including hands-on research experience with data preparation, data analysis, data visualisation, and results communication (e.g., reports, dashboards).

Technical Skills in the following:

* Proficiency in languages such as Python, R, SQL.
* Experience with a specialist statistical software package (SPSS, Stata).
* Experience with the Microsoft business ecosystem (e.g., SharePoint, Power BI, Office).
* Experience with data manipulation libraries.
* Knowledge of machine learning frameworks and tools.

Capacity to develop custom in-house machine learning solutions (e.g., utilising free software) that maintain control over user data.

Strong ability to analyse complex datasets and derive meaningful insights.

Excellent verbal and written communication skills, with the ability to present complex findings in a clear and concise manner, suitable for an industry-based and/or public audience.

Strong critical thinking and problem-solving skills, with a keen attention to detail.

Experience in working with data systems used in social services is preferred.

Engagement in social research projects is preferred.

Working knowledge of the Linux/UNIX environment and tools (ssh, bash, git) is preferred.

Web development knowledge (HTML, JavaScript) is preferred.

**Special requirements (selection criteria)**

There are no special requirements.

**Compliance**

Ensure you are aware of and comply with legislation and University policy relevant to the duties undertaken, including:

The University’s Code of Conduct [hr.uwa.edu.au/policies/policies/conduct/code/conduct](https://www.hr.uwa.edu.au/policies/policies/conduct/code/conduct)

Inclusion and Diversity [web.uwa.edu.au/inclusion-diversity](https://www.web.uwa.edu.au/inclusion-diversity)

Safety, health and wellbeing [safety.uwa.edu.au/](https://www.safety.uwa.edu.au/)