

Position Description

Senior Performance Analyst



Details

Faculty or Portfolio	Resources Portfolio
Division or School or Institute / Team	Business Performance Insights
Employment	Continuing
Location	Flexible
Classification	HEW 8
Manager	Senior Manager, Pricing and Costing

Deakin

Deakin is a Victorian university with a global impact. We are agile, innovative and committed to making a positive impact through our excellence in education and research and the contributions we make to the wider community.

Our reputation has been built on the dedication and expertise of our staff. We offer a dynamic, diverse and inclusive working environment with opportunities to grow and develop careers. We believe that a progressive, thriving culture will ensure people choose to come and stay at Deakin and contribute to our ongoing success.

As one of Australia's largest universities, Deakin has strong global linkages, world-class research and an education portfolio that blends the best of campus and digital delivery into a highly supportive and personalised student experience.

We offer outstanding education founded on the experience we create for our learners and guided by graduate outcomes for successful lives and careers. We undertake globally significant discovery research that benefits our communities through the innovative translation of our ideas into new services, products, policies and capabilities.

Deakin campuses sit on Wadawurrung, Wurundjeri, and Eastern Maar Countries, and the [University acknowledges](#), values and deeply respects its connection with the Traditional Custodians and Elders past and present of these lands and waterways. Deakin is the most popular university destination in Victoria for Aboriginal and Torres Strait Islander students and has a rich history of supporting the ambitions of First Nations students, including through the NIKERI Institute (formerly the Institute of Koorie Education).

At Deakin we value diversity, embrace difference and nurture an inclusive, safe and respectful community. Deakin is an Employer of Choice for Gender Equality, a SAGE Athena SWAN Bronze Award holder, seeking gender equity for Women in STEMM and a Silver Award holder in the Australian Workplace Equality Index for LGBTQ inclusion. We strongly encourage applications from Aboriginal and Torres Strait Islander people and people of all cultures, abilities, sexualities and genders.

[Strategic Plan – Deakin 2030: Ideas to Impact](#)

[Benefits of working at Deakin](#)

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Overview

Processing and analysing data and information from business, internal systems and external sources and transform this data into actionable insights that inform business decisions to improve university performance. The position will ensure timely delivery of programs, services, reporting and data insights, and analyse complex scenario modelling for proposed solutions.

Responsibilities

- Support the resolution of complex issues by analysing large volumes of data and providing clear recommendations
- Challenge the status quo through review of existing assumptions, ideas, practices and policies to translate into actionable workplace improvements
- Integrate multiple data sources to seek trends and analyse issues from diverse perspectives to draw sound inferences
- Monitor external sources, undertaking sector research and benchmarking to improve university performance
- Preparation of executive level reporting and dashboards
- Use accepted theory and practices to develop and deploy continuous improvement actions to identify opportunities for efficiency and improvement including reusable artefacts and systems development
- Strong business partnering outcomes including presentation and communication to stakeholders whilst ensuring high-quality outcomes
- Interpret needs and offers pragmatic, inclusive and sustainable solutions based on research and in alignment with University context, policies and practices
- Develop a network of useful contacts within Deakin and integrate perspectives held within different areas of the University and puts plans in place to build collaboration and develop common goals

Selection

Qualifications and experience

- Postgraduate qualifications or progress toward postgraduate qualifications and extensive relevant experience; or
- An equivalent combination of relevant experience and/or education/training
- Experience working within a large scale and complex organisation
- Experience gathering, documenting and interpreting user requirements
- Knowledge of systems, process and business improvement capabilities
- Experience designing effective solutions to complex business problems
- CPA or CA (desirable)

Capabilities

- **Navigating Complexity:** Proactively and quickly making sense of complex issues; responding effectively to difficult and ambiguous situations
- **Creating and Innovating:** Explores concepts and insights, generates new ideas and a range of innovative solution
- **Learning Agility:** Learns from experiences; applies learnings to perform successfully in new situations
- **Environmental Scanning:** Seeks emerging trends; identifies issues within field of expertise and University context
- **Analysis and Problem Solving:** Sources relevant information; identifies problems and offers sustainable practical solutions
- **Consulting and Advice:** Provides expert and valued advice; supports achievement of outcomes for stakeholders
- **Communicating with Influence:** Engages and energises others through clear and persuasive communication

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Special Requirements

- Working with Children Check (refer to Recruitment Procedure)

Note

The intention of the position description is to provide an outline of scope and responsibilities, at a point in time. Please note, responsibilities may evolve in accordance with organisational needs.