

Position Description

Senior Research Fellow, Monitoring and Evaluation

Position No:	NEW
Department:	Centre for Human Security and Social Change (CHSSC)
School:	Humanities and Social Sciences
Campus/Location:	Open to negotiation with Bundoora, Melbourne preferred.
Classification:	Level C, Research Only
Employment Type:	Fixed term back fill of an existing position till end July 2025 initially. Part time or full time with full time preferred.
Other Benefits:	http://www.latrobe.edu.au/jobs/working/benefits

Further information about:

La Trobe University - <http://www.latrobe.edu.au/about>

Centre for Human Security and Social Change - <http://www.latrobe.edu.au/socialchange>

For enquiries only contact:

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Position Context

The Centre for Human Security and Social Change (the Centre) is a practice-based Research Centre located within the School of Humanities and Social Sciences at La Trobe University. The Centre is focused on advancing inclusive social change. We aim to learn from the practice of social change, share that learning in Australia and internationally, and inform better practice and outcomes by bringing to bear the latest thinking in international development and social change. We do this through a combination of directly supporting social change initiatives in the Pacific, Southeast Asia and Indigenous Australia, undertaking our own research, delivering teaching and professional development programs and outreach.

We provide support to social change initiatives in a variety of ways including political economy analysis, thinking and working politically, research design and delivery, monitoring, evaluation and learning (MEL), coalition building and partnership brokering. Our interdisciplinary 10-person team includes Pacific Islander, Indigenous Australian and non-Indigenous Australian researchers and MERL practitioners who understand the complexity of development and the need for contextually tailored and fit for purpose approaches. The Centre's small size, diversity of staff from different disciplines and cultural backgrounds, and relatively flat structure creates a small and responsive team, while also providing diversity in thinking and ideas. We have in-house capacity across a broad range of monitoring, evaluation, research, learning and adaptation (MERLA) approaches and methods and experience with different data collection, analysis, sense making and reporting techniques which we can supplement as needed by drawing on our extensive network of researchers and MEL practitioners in the Pacific, Southeast Asia, Indigenous Australia.

The Centre has a particular interest in using the results of monitoring, evaluation and research to inform organisational learning and adaptation in ways which contribute to improved development practice and outcomes. Utilising critical and transformative approaches, the Centre sees monitoring and evaluation as an integral part of development programs. We support the development, implementation and review of monitoring, evaluation and learning systems that directly serve program improvement and accountability to stakeholders. In doing so, the Centre takes a developmental approach which promotes partner ownership and control, amplifies the voices of people initiatives are designed to benefit and builds partner and participant capacity.

Over the last 10 years, the Centre has developed a focus on monitoring and evaluation that is co-designed with local partners and communities, giving attention to different worldviews and perspectives and their implications for governance, methodology, analysis and reporting. This includes significant investment in understanding the different frames or theories of change people apply to any given program or activity and creating the space to explore the significance of these differences and how they might shape and strengthen assessment processes. Our experience is that this provides better quality monitoring and evaluation and contributes to more effective program assessment and further program improvement.

The Centre is contracted by a wide range of organisations to deliver MERLA services, including many that are funded by DFAT as well as by Land Councils and other Indigenous organisations, UN agencies and foundations. A [list of current projects](#) is available on the Centre's website.

Position Purpose.

The primary role of the **Senior Research Fellow - Monitoring and Evaluation** is to lead the Centre's provision of MERLA services to its partners and the capture and sharing of knowledge which emerges from the provision of these services. The position reports to the Director of the Centre and supervises MERLA-focused staff, including a Research Fellow, sub-contractors and honorary associates. The key responsibilities listed below are for the full-time continuing position. The type and amount of work to be delivered under each responsibility during the 12-month backfill will be negotiated and agreed with the Director.

Duties at this level will include:

- Initiate new and strengthen existing relationships with CHSSC partners and other stakeholders.
- Oversee, lead or support the delivery of monitoring, evaluation, research and learning (MERL) services to a diverse portfolio of CHSSC partners in ways which are locally led, culturally appropriate and informed by new advances in the field.
- Secure external funding, including through the identification of funding opportunities, building relationships with potential funders and the preparation of tenders and grant applications.
- Supervise, support and build the capability of staff and sub-contractors working on MERLA services delivered by the Centre.
- Lead or contribute to the creation of new knowledge about locally led and culturally appropriate monitoring, evaluation, research and learning practices, including through the design and delivery of CHSSC-led research and the writing up and publication of research findings.
- Contribute to and, where appropriate, lead communication and outreach activities which support the adoption of research and evaluation findings by industry, government and community.
- Contribute to the development and implementation of the CHSSC model of research, monitoring and evaluation and knowledge brokering.
- Contribute to the day-to-day operations and organisational development of the CHSSC.
- Undertake other duties and administrative functions commensurate with the classification and scope of the position as required.

Essential Criteria

Skills and knowledge required for the position

- Completion of a PhD or a Master Degree with equivalent professional experience and standing
- Demonstrated understanding of current theories and approaches to monitoring, evaluation, research, learning and adaptation, particularly locally led, culturally appropriate and developmental approaches.
- Demonstrated ability to co-design and deliver monitoring, evaluation, learning and adaptation services to a diverse suite of partners operating in diverse settings, including the ability to integrate social and gender inclusion into all aspects of these services.
- Demonstrated ability to manage a diverse portfolio of projects of varying size, complexity and funding arrangements, including the ability to effectively manage multiple accountability requirements.
- Demonstrated ability to secure external funding, including identifying funding opportunities, preparing proposals and budgets, liaising with potential funders and finalising contracts.
- Demonstrated ability to produce high quality publications, conference papers/presentations and/or research/evaluation reports.
- Excellent oral and written communication skills with a demonstrated ability to quickly synthesise and clearly communicate complex information from multiple sources.
- Excellent interpersonal skills with a demonstrated ability to work cross-culturally and to build effective working relationships with diverse stakeholders.
- Demonstrated ability to work autonomously as well as a member of a team.
- Excellent organisational and time management skills with a demonstrated ability to set priorities, meet deadlines, initiate and follow up actions and alter course as needed, all with minimal supervision.
- A willingness to travel both within Australia and internationally for up to 8 weeks per year (with some flexibility, to be discussed).

Capabilities required to be successful in the position

- Knowledge of own strengths, weaknesses and biases – modifying behaviour, based on self-reflection and feedback, to respond to others with empathy and act on feedback to improve knowledge, skills and behaviour.

- Ability to work collaboratively, demonstrate inclusivity and tailor communication in a way that is meaningful to the audience – consistently modelling accountability, connectedness, innovation and care.
- Demonstrated creative and critical thinking, ability to generate ideas to solve local problems and recommend improvements to current work practices.

Essential compliance requirements

To hold this La Trobe University position the occupant must:

- have the right to work in Australia.
- hold, or be willing to undertake and pass, a Victorian Working With Children Check; AND
- take personal accountability to comply with all University policies, procedures and legislative or regulatory obligations; including but not limited to TEQSA and the Higher Education Threshold Standards.

Other information

The position description is indicative of the initial expectation of the role and subject to changes to University's goals and priorities, activities or focus of the job.

Position Flexibility

La Trobe University is committed to providing a diverse, inclusive and respectful working environment for all staff. We offer flexible work arrangements that can assist you in balancing your work and other responsibilities.

Why La Trobe:

- Develop your career at an innovative, global university where you'll collaborate with community and industry to create impact.
- Enjoy working on our inspiring and stunning campuses – the perfect hub for industry, students and academics
- Help transform the lives of students, partners and communities now and in the future

This is more than just a job. Working at La Trobe offers opportunities to demonstrate excellence and transform lives.

Here, you'll join exceptional people, partners and communities, who power our operations with ambition and purpose.

Our success can be attributed to its strong sense of community. We have a long-standing commitment to diversity, inclusion and social justice; we are committed to providing a workplace where all staff feel valued, respected and supported to achieve their full potential. We strive to build a workplace where all employees of diverse backgrounds, abilities, experiences, sexuality, gender, religion and age are welcome, valued, respected and one that is representative of our community. We demonstrate our cultural qualities by holding ourselves accountable and creating a culture of trust and innovation while genuinely caring for one another.

La Trobe's Cultural Qualities:

WE ARE CONNECTED



We are **connected** to each other and the communities around us. We engage with those communities to learn from our past, inform our present and impact our future.

WE ARE INNOVATIVE



We are **innovative** in tackling the most important issues of our time. We are inquisitive and seek to develop new ideas that positively impact the way we work and the world around us.

WE ARE ACCOUNTABLE



We are **accountable** for what we do and share a commitment to excellence. We are courageous and respectful in the way we hold ourselves and each other to account.

WE CARE



We **care** about what we do and value the power of education and research. We care about each other and strive to create a safe and inclusive community.

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Initials: Date: