

## Consultant

Do you have experience in designing, shaping, and implementing social research or evaluation projects in Australia and/or the Asia-Pacific region?

Are you seeking opportunities to use your skills and experience to create positive social, economic, and environmental change?

## The organisation

Sustineo is an innovative, award-winning consulting firm working at the intersection of research, evaluation, and impact assessment in Australia and the Asia-Pacific. We combine the rigour of academic research with the targeted advice, practical recommendations, and value for money of the commercial sector. We have a proud history of helping organisations in Australia and across the Asia-Pacific to understand and solve difficult problems and contribute to sustainable, positive change.

Sustineo's core capabilities include applied social research, monitoring and evaluation, impact assessment, performance assurance, strategy, and governance. We work across a range of sectors including climate change and sustainability, law and justice, economic development, and rural, agricultural and community development. Our small core team is supported by a network of associates who are specialists in their fields.

## The opportunity

In the context of Sustineo's expanding portfolio of work, we are looking for an early career **Consultant** to join our dedicated and collegiate team. We are seeking someone with experience in either **applied social research** OR **monitoring and evaluation**. In the role, the successful candidate will have the opportunity to support the implementation of complex and varied projects that create positive social, economic, and environmental change in Australia and the Asia-Pacific.

## The person

We are looking for a highly motivated and adaptable person who shares our dedication to creating positive social, economic, and environmental change. As **Consultant** you will bring experience aligned to at least one of our capability streams (see below). You will be open to new and challenging opportunities in a fast-paced but supportive working environment. We will work with you to develop your career interests in line with our work and business opportunities.

## The role

The **Consultant** role will involve responsibilities across the organisation. Depending on your attributes, this will include:

- **Project Delivery** – support the design and implementation of research, evaluation and/or impact assessment projects, conduct data collection (primarily in Australia,

with potential travel in the Asia-Pacific region), undertake quantitative and/or qualitative data analysis and reporting, and liaise with our partners.

- **Business Opportunities** – support the development of proposals to help secure new project work.
- **Consulting Capacity** – engage with Sustineo’s consulting teams, and manage a range of professional relationships in cross-cultural contexts.
- **Sustineo Profile** – help to build broader awareness of Sustineo’s brand and develop our reputation as a company that delivers high-quality work, specifically through production of blogs, research pieces, and social media.
- **TBD** – as shaped by you and by your strengths to help support, develop, and grow the organisation.

## The attributes

Sustineo team members are dedicated to their work, have outstanding skills conducting culturally and contextually appropriate mixed methods data collection and analysis, and take the time to enjoy working in an important space with wonderful people. The successful applicant will bring their own unique range of skills and attributes to our work. The following is a non-exhaustive list of the attributes and skills we value:

- Experience with applied social research projects using qualitative, quantitative, and/or mixed methods approaches
- Experience with evaluation and/or impact assessment, including project and program evaluation design, methodology, conduct, and analysis; and design of M&E frameworks and methodologies
- Analytical capability and affinity with systems thinking and multidisciplinary approaches
- Demonstrated excellence in written and verbal communication, and highly developed interpersonal skills
- Ability to work flexibly, efficiently, and collaboratively in a fast-paced environment
- ... What are the skills you think you best contribute?

We know that some potential applicants, particularly females, do not submit applications if they feel they do not fully meet the requirements of the position. If you’ve read the position description up to this point but talked yourself out of applying, we encourage you to reconsider and keep reading!

## Alignment with our capability streams

We are particularly interested in the applicant’s experience and skills aligning to certain capability streams within Sustineo. While we do not expect applicants to have proven capabilities across all streams, you are asked to nominate the stream/s you are most proficient in as part of your Cover Letter.

- **Quantitative methods** – you will bring quantitative research skills and capabilities to the role, including knowledge and experience with statistical research design, appropriate application of analytical techniques, and analysis and reporting. This

will see you play a role in delivery of various survey-based research projects, as well as undertaking quantitative analysis and reporting across the organisation.

- **Monitoring, Evaluation and Learning** – you will bring MEL experience, including a familiarity with applying different approaches. This will see you supporting the design and delivery of various MEL projects in Australia and the Asia-Pacific.
- **Qualitative methods** – you will bring knowledge and skills in qualitative research methods, including experience with research design, application of qualitative methods with diverse audiences, and analysis and reporting. This will see you support the design, conduct, analysis and reporting on a range of research and evaluation projects in Australia and overseas.
- **Business Development** – you will bring experience in supporting successful proposal development. This will see you play a supporting role amongst colleagues to help win – and then work on – an expanding range of projects.

### **Other specifics of the position**

We expect applicants for the Consultant role to have 3–5 years of experience (although those with less than 3 years of highly relevant experience are also welcome to apply).

A tertiary undergraduate qualification is a minimum requirement for the role, with further qualifications (Honours, Masters, Masters with Research) looked on favourably.

The position is based in Canberra but we are open to remote or hybrid work arrangements. The position will likely involve travel in Australia and the Asia-Pacific region. The salary range will be between \$67,500 to \$76,500 (plus superannuation) depending on experience. The position could be part- or full-time, as negotiated with the successful applicant.

### **Diversity and inclusion**

Diversity and inclusion are important parts of Sustineo’s workplace culture and our work. We do not discriminate on the basis of sex, race, colour, religion, sexual orientation, gender identity or expression, or disability. We encourage applicants from historically underrepresented groups. If this role sparks an interest for you but you feel you don’t match all the criteria and are unsure of your fit, please reach out for a discussion.

### **Eligibility**

You must have the legal right to work in Australia. A person can legally work in Australia if they are an Australian citizen or permanent resident or a New Zealand citizen, or they hold a valid visa with permission to work.

### **Applications**

Applications are due 11:30pm Sunday 23 July 2023 (Canberra time). Your application will include:

- your resume outlining your experience and qualifications relevant to the role and including details for two referees (3-page limit)
- a cover letter that nominates the capability stream/s for which you are most proficient, and describes why your skills, experiences, and qualifications make you the best candidate for this opportunity (2-page limit).

Submission of applications, as well as any questions related to the role, should be sent to [recruitment@sustineo.com.au](mailto:recruitment@sustineo.com.au).