

Principal Consultant

Are you an outstanding consultant with experience in the design and implementation of evaluation or research 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 and dynamic consulting firm working at the intersection of research, evaluation and impact 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 small core team supported by a network of associates who are specialists in their field.

The Sustineo team is proud of our history of helping diverse organisations in Australia and across the Asia-Pacific region to understand and solve difficult problems and contributed 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.

The opportunity

In the context of Sustineo's expanding portfolio of work, this is an opportunity to join a dedicated and collegiate team working on interesting and important social, economic, and environmental development projects, with the opportunity and support to lead your own practice area aligned with Sustineo's strategy and vision.

Working for Sustineo will give you the opportunity to continue to develop professionally while having access to an established and highly effective project delivery framework. You will play a lead role in building and expanding Sustineo's business. You will lead and contribute to complex and varied work in Australia and across the Asia Pacific region while working individually and as part of multiple teams.

As a senior member of Sustineo, you will work closely with the CEO to inform and implement Sustineo's business strategy. In this role, you will lead the design and implementation of projects, build and maintain relationships with potential and existing clients, manage relationships with a broad network of sectoral specialists, play a key role in bringing new business to the company, and supervise and mentor junior staff.

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 Principal Consultant

you will be recognised for your specialist capabilities in evaluation or research, subject matter expertise, and ability to work with committed executives and professionals on high profile and complex issues in Australia and overseas. You will have a demonstrated ability to deliver high-quality projects in the consulting space and manage consulting teams. You will have a strong network in Australia and/or internationally, and the proven ability to both identify and win work.

The role

The Principal Consultant role will involve responsibilities across the organisation. These will include:

- **Project Delivery** – oversee and lead the delivery of evaluation and/or research projects including methodology development and delivery, management of budgets and timeframes, quality assurance, and client management.
- **Business Opportunities** – lead and drive the identification and securing of new business opportunities and project work, and support the consolidation of our current clients and markets.
- **Consulting Capacity** – supervise, mentor, and support the development of team members at all levels, aligned with Sustineo’s core offerings.
- **Effective Operations** – ensure the efficient and effective operation of the company, including systems and processes for quality assurance and management of research projects.
- **Sustineo Profile** – help to build broader awareness of Sustineo’s brand and develop our reputation as a company that deliver high-quality work.
- **TBD** – as shaped by you and by your strengths to help support, develop and grow the organisation.

The position could be part- or full-time, as negotiated with the successful applicant.

The attributes

The varied strengths of Sustineo’s team members combine to ensure we deliver a product that is more than the sum of our individual parts. The successful applicant will bring their own unique range of skills and attributes to our work. The following are some of the basic (not exhaustive) attributes and skills we value:

- Demonstrated expertise in evaluation, including: project and program evaluation design, methodology, conduct, and analysis; and development of M&E processes.
- Demonstrated expertise in delivering complex social research projects using qualitative, quantitative, and/or mixed data collection methods.
- Demonstrated expertise in managing project teams as well as supervising and mentoring junior staff.
- Subject matter expertise within – or complementary to – Sustineo’s key work areas.
- Demonstrated excellence in written and verbal communication, and highly developed interpersonal skills.

- Ability to work adaptively, efficiently, and collaboratively in a fast-paced work environment.
- A background and existing networks in government and/or development aid donor organisations.
- Other – what are the skills you think you best contribute?

The Principal Consultant is expected to have at least 15 years' relevant experience (although those with less than 15 years' of highly relevant experience are also welcome to apply). You will most likely hold advanced academic qualifications in monitoring and evaluation and/or in disciplines such as international development, law, economics, statistics, public administration, social policy, or similar.

The position will ideally be based in Canberra or Adelaide. However, remote working arrangements will also be considered. The position will likely require travel in Australia and overseas. The salary range will be between \$120,000 to \$143,000 (superannuation included), depending on experience. Alternative remuneration packages, for example that are based around billable time only at a premium rate, can be negotiated.

Eligibility

You must have legal rights 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 10 June 2022 (AEST). Your application will include:

- Resume outlining your experience and qualifications relevant to the role (3-page limit).
- Cover letter and narrative rationale for why your skills, experience, and qualifications make you the best candidate for this opportunity (2-page limit).
- Details of two referees (include in resume).

Application submission, as well as any questions related to the role, should be sent to recruitment@sustineo.com.au with the subject line 'Recruitment – Principal Consultant'.