

Position Description

Senior Consultant/s: MERL, Evaluation or Research

Are you an outstanding evaluation, MERL or research consultant in Australia and/or the Asia–Pacific region? Do you have experience in international development?

Are you seeking opportunities to use your skills and experience to create positive change across the region?

About Sustineo

Sustineo is an innovative, award-winning 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 proud history of helping diverse organisations in Australia and across the Asia–Pacific to understand and solve difficult problems and contributed to sustainable, positive change.

We are known for our analysis and thought leadership. Our 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 field.

The opportunity

We are looking for two **Senior Consultants** to join our dynamic team. Ideally, we are seeking someone with strong experience in either applied social research OR monitoring and evaluation. The successful candidate/s will have the opportunity to drive the implementation of complex and varied projects that create positive change in Australia and the Asia–Pacific. These roles are perfect for consultants looking to sharpen their technical skills while solving some of the most complex, pressing challenges in the world. The successful applicant will contribute to a broad range of research and evaluation projects across diverse subject areas in Australia and overseas.

Primary Responsibilities

Sustineo is a small, dynamic organisation. We all get our hands a little bit dirty to grow the business to make a big impact. Each of our roles has parts to play across the business, which generally include:

- **Technical Delivery** – driving the design and implementation of research, evaluation, monitoring and/or impact assessment projects, leading data collection (both in Australia and in the Asia–Pacific region), conducting quantitative and/or qualitative data analysis and reporting, and liaising with clients and partners.
- **Project Management** – taking point and ensuring our projects are implemented successfully against the contract. Work closely with our clients to meet their needs; while monitoring budgets, leading report writing, and coordinating team/consultant inputs.
- **Business Opportunities** – supporting us to secure new business opportunities and project work, driving proposal development, leveraging networks, and building relationships with current and prospective clients.
- **Consulting Capacity** – supporting and supervising junior staff, managing diverse and cross-cultural teams, engaging with Sustineo’s consulting teams, and managing a range of professional relationships.
- **Sustineo Profile** – helping to build broader awareness of Sustineo’s brand and develop our reputation as a company that delivers high-quality work.
- **TBD** – as shaped by you and by your strengths to help support, develop, and grow the organisation.

The ideal candidate

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 things we value:

- Demonstrated experience in delivering applied social research projects using qualitative, quantitative, and/or mixed methods approaches **OR**
- Demonstrated experience in evaluation and/or impact assessment, including design of M&E frameworks and methodologies, and design, conduct, analysis and reporting of evaluations
- Subject matter understanding and expertise that aligns to the priorities of our clients, including DFAT (in particular) and other donors that operate across the Asia–Pacific region.

- 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 some potential applicants 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! People of all genders, Pacific Islanders, and other diverse peoples are encouraged to apply.

Other specifics of the position

We expect applicants for the Senior Consultant role/s to have 7–12 years of experience (those with less than 7 years of highly relevant experience are welcome to apply).

A tertiary undergraduate qualification is a minimum requirement for the role, with further qualifications (Honours/ Masters) looked on favourably. Qualifications in evaluation, MERL, or any similar associations will be highly regarded.

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.

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 Friday 12 July 2024. Your application will include:

- your resume outlining your experience and qualifications relevant to the role
- 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.