

# ANROWS

AUSTRALIA'S NATIONAL RESEARCH  
ORGANISATION FOR WOMEN'S SAFETY

*to Reduce Violence against Women & their Children*

## Information package – Senior Evaluation Officer (Evaluation Lead)

**Bring your evaluation expertise to lead evaluations of programs and initiatives that seek to address violence against women and children across Australia.**

Australia's National Research Organisation for Women's Safety (ANROWS) is seeking an Evaluation Lead within its Evaluation and Impact Directorate. The Evaluation Lead will lead project teams to design and deliver evaluations of programs and initiatives addressing domestic, family and sexual violence (DFSV) for government and non-government clients. Working as part of a team, the role will lead evaluation design, facilitate stakeholder workshops, design and lead data collection and analysis, reporting and translate evaluation findings into actionable insights for various audiences. The role will also guide and support Evaluation Officers and contribute to the growth of the evaluation portfolio at ANROWS.

### About ANROWS

ANROWS is an innovative research organisation established as an initiative of Australia's first *National Plan to Reduce Violence against Women and their Children 2010–2022* (the National Plan) by the Commonwealth Government and all state and territory governments of Australia.

ANROWS is one of the only national organisations across the world tasked with building, translating and disseminating the evidence base to inform policy and practice on women and children's safety.

As a registered harm prevention charity and deductible gift recipient, ANROWS also runs a research program funded by philanthropic funds (ANROWS Research Fund to Reduce Violence Against Women and their Children) and is periodically contracted by service providers and other Government stakeholders to conduct evaluation and research projects.

The ANROWS Evaluation team is engaged in a variety of complex evaluations within the DFSV sector, working alongside diverse stakeholders, including governments, service providers and organisations that represent diverse communities, including Aboriginal community-controlled organisations, refugee and migrant services, and people with lived experience of violence. Guided by participatory and trauma-informed approaches, we are committed to supporting evaluations that are impactful and useful. As a small, relatively new team, we are also exploring how we can better support the DFSV sector in our shared mission to end violence against women and children by providing stakeholders with evaluation support, guidance and insights. This means the role will suit someone who is passionate about partnering on evaluation projects, and interested to explore different ways of working with the DFSV sector to meaningfully contribute to the evidence base together. The ideal candidate will bring experience and expertise in evaluation, along with curiosity, adaptability, and the ability to bring collaborative leadership to the team.

### About the position

This is a 1.0 FTE position (37.5 hours per week), reporting to the Evaluation and Partnerships Manager and is located at the ANROWS national office in the Sydney CBD (with exceptional remote

candidates considered). The appointment is for a fixed term from the commencement date up to 30 June 2027 with the option to extend, subject to continued funding, beyond that date.

### Remuneration and leave entitlements

The salary range for this position is \$129,237 to \$132,336 per annum pro rata plus 11.5% employer contributions to the employee's chosen superannuation fund with the option to salary sacrifice. ANROWS staff are entitled to four weeks pro rata annual leave, in addition to personal and sick leave.

### Key responsibilities

- **Lead evaluation design:** Work collaboratively with internal and external stakeholders to lead the successful design of evaluations of programs, services and initiatives addressing domestic, family and sexual violence across Australia.
- **Lead project teams to implement evaluation projects:** Manage the end-to-end delivery of evaluation projects, including facilitating evaluation planning and sensemaking workshops, directing project team members and consultants, managing project budgets, and maintaining client relationships to deliver projects within agreed scope and timeframes.
- **Lead data collection and analysis:** Lead and support Evaluation Officers to design and conduct qualitative and quantitative data collection and analysis, including developing data collection instruments and ethics applications.
- **Translate and communicate evaluation findings for use:** Lead the preparation of evaluation reports, synthesis papers, presentations and other communication outputs to communicate evaluation findings for various stakeholders.
- **Contribute to business development:** Play a key role in the growth of the evaluation program at ANROWS by leading the development of project proposals, responding to tenders and contributing to other business development activities.
- **Mentor and support staff:** As a senior member of the team, mentor Evaluation Officers and support capability development of staff across ANROWS in evaluation approaches.
- **Work collaboratively** with other ANROWS staff members and contribute to work across the Evaluation and Impact Directorate, and broader organisation, as required.

## SELECTION CRITERIA

### Essential criteria

1. A post-graduate qualification in a relevant field such as evaluation, psychology, criminology, social science, public health or gender studies, or equivalent experience.
- Minimum 5 years in senior and/or management evaluation role, with end-to-end experience in a leadership role on complex evaluations, including designing and implementing evaluation frameworks.
2. Demonstrated knowledge of evaluation theory and approaches and how to apply them in different contexts.
- Skills in quantitative and qualitative data collection and analysis that can be applied to evaluation.
3. Demonstrated capacity in project management including coordinating task allocation, leading and supporting junior project team members, prioritising competing demands and ability to work to agreed timelines in a complex environment.
- Excellent analytic, written and oral communication skills, with a record of producing high quality written outputs for a range of government and non-government audiences.
4. Well-developed interpersonal skills including the ability to develop and maintain strong collaborative partnerships with team members, consultants, partners and clients.

## Desirable criteria

1. An understanding of contemporary evidence on, and approaches to, preventing and responding to violence against women and children.
2. Deep expertise in a relevant evaluation approach, such as experimental, or quasi-experimental evaluations, developmental, participatory or systems approaches to evaluation.
3. Experience working with diverse groups, including Aboriginal and Torres Strait Islander communities and culturally and linguistically diverse communities.
4. Proficiency in relevant data collection and analysis platforms and software (e.g. Qualtrics, NVivo) and/or statistical software packages.

## Further information

Any questions regarding the position should be directed to:

Lauren Hamilton  
Telephone: 02 8374 4033  
Email: [lauren.hamilton@anrows.org.au](mailto:lauren.hamilton@anrows.org.au)

Applications should not be sent to this contact.

## Applications

Applications for the position close at **midnight, 31 March 2025**.

To be considered for the position, applications should include:

- a covering letter addressing the seven (7) essential criteria listed above
- a resume.

## Criminal history check

The successful applicant will be offered the position subject to a criminal history check (also known as a police check).