

# ANROWS

AUSTRALIA'S NATIONAL RESEARCH  
ORGANISATION FOR WOMEN'S SAFETY

*to Reduce Violence against Women & their Children*

## Information package – Senior Research Officer (Death Review)

### Primary purpose of the position

ANROWS has an ongoing partnership with the Australian Domestic and Family Violence Death Review Network (the Network), which involves collaboration on a range of projects and activities, such as creating national minimum data sets.

The Network was established to identify, collect, analyse and report data on domestic and family violence-related deaths across Australia. The aim of the Network is to identify limitations and potential areas for improvement in systemic responses to domestic and family violence. The Network comprises members of each of the domestic and family violence death review teams across Australian states and territories.

The Senior Research Officer (Death Review) will primarily work with the Research Manager, Death Review, to implement activities under the partnership. The Senior Research Officer (Death Review) will also contribute to research projects or administrative tasks across ANROWS's Research Program, as required.

### 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* by the Commonwealth Government and all state and territory governments of Australia.

Our primary function is to build the evidence base that supports ending violence against women and children in Australia. ANROWS is embedded in the National Plan architecture and will continue to deliver and develop this function across the next decade under the [\*National Plan to End Violence against Women and Children 2022–2032\*](#).

As a registered harm prevention charity and deductible gift recipient, ANROWS also runs a research program funded by philanthropic funds (the 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.

### About the position

This is a full time 1.0 FTE position, reporting to the Research Manager (Death Review) and is located at the ANROWS national office in the Sydney CBD. Exceptional remote candidates will be considered. The appointment is fixed term from commencement until 30 June 2027 with the possibility of extension, subject to funding.

### Remuneration and leave entitlements

The salary range for this position is \$124,506 to \$127,491 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 and contribute to research within the death review program.** This may include working collaboratively with others on methodological design and implementation; leading activities within the death review program; communicating with project partners, advisors and other stakeholders; designing data collection instruments; reviewing homicide case files; collecting and analysing qualitative and quantitative data; facilitating stakeholder engagement activities; conducting literature reviews; writing content for research reports and other deliverables; preparing ethics applications; developing briefs and project proposals; and undertaking professional development to meet the needs of the program.
- **Lead and contribute to project management within the death review program.** This may include developing project plans, timelines and other planning documents; monitoring project progress and ethics requirements; identifying and evaluating risks associated with projects and developing mitigation strategies; contributing to activity work plans, progress reports and other reporting activities; supporting peer review and other review processes; and supporting the development, operation, monitoring and review of project governance, project partnership and any subcontracting arrangements.
- **Contribute to knowledge translation and communication of findings for the death review program.** This may include preparing and contributing to high-quality written reports and other outputs with written, graphic and data elements appropriate for a range of audiences; designing and delivering presentations; and representing ANROWS externally in appropriate forums.
- **Provide expert advice internally and externally as required,** including on the death review program, domestic, family and sexual violence research, research methods and data analysis.
- **Work collaboratively** with other ANROWS staff, members of the Australian Domestic and Family Violence Death Review Network, and other stakeholders.
- **Contribute to capacity building, networking and other stakeholder engagement.** This may include establishing and maintaining relationships with researchers, practitioners, policy makers and other stakeholders; facilitating relationships between researchers, practitioners and policymakers; responding to stakeholder enquiries and feedback; and promoting the death review program, the *Australian National Research Agenda to End Violence against Women and Children* and ANROWS's Research Program.
- **Contribute to work across the Research Directorate,** and broader organisation, as required.

## Expected Behaviours

- Acts with integrity, professionalism and compassion and upholds the organisation's Guiding Principles.
- Communicates effectively and clearly; actively listens to others and responds with understanding and respect.
- Values and prioritises diversity, equity, and intersectionality; works respectfully and inclusively.
- Is a supportive, compassionate and encouraging leader, able to give constructive feedback in a trauma-informed way.
- Works collaboratively with others across the organisation to achieve common objectives.
- Focuses on building strong stakeholder relationships by identifying, assessing, and responding to needs.
- Ensures accountability; responsibly takes ownership of actions and adheres to principles and policies.

## Selection criteria

### Essential criteria

1. A postgraduate qualification in a relevant field (e.g., social science, criminology, gender studies, psychology, socio-legal studies), or equivalent experience.
2. Demonstrated expertise across all aspects of research studies in a social science or social justice-related area, including demonstrated experience in designing and conducting quantitative and qualitative research, collecting data, and using analysis software (e.g., Excel, SPSS, NVivo).
3. Demonstrated capacity in research project management, including developing and actioning project plans, prioritising competing demands, and ability to work to agreed timelines in a complex environment.
4. Well-developed interpersonal and negotiation skills, including the ability to foster strong collaborative partnerships with colleagues, project partners, advisors and stakeholders.
5. Excellent analytic, written and oral communication skills, with a record of high-quality research outputs and an ability to write, communicate and translate research findings to suit different audiences and to inform policy and practice.
6. Knowledge of the broad range of issues relating to domestic, family and sexual violence.

### Desirable criteria

1. Research or policy experience related to homicide and/or violence against women and children.
2. Experience undertaking qualitative research involving victim-survivors, practitioners and/or service providers.
3. Experience working effectively with diverse groups, including Aboriginal and Torres Strait Islander communities and culturally and linguistically diverse communities.
4. Willingness and ability to travel interstate.

## Further information

Any questions regarding the position should be directed to: [holly.blackmore@anrows.org.au](mailto:holly.blackmore@anrows.org.au)

## How to apply

To be considered for the position, please submit applications as follows:

- a covering letter of no more than 2 pages referring to the essential selection criteria
- a copy of your CV.

**Closing date: Sunday 27 April 2025**

**Applications which do not address the selection criteria may not be considered for the position.**

**Please note: The successful candidate must have rights to live and work in this country and will be required to undergo a background check during the recruitment process. An offer of employment is conditional on satisfactory results.**

## Criminal history check

The successful applicant will be offered the position subject to a criminal history check (also known as a National Police Check)