

## Advertising package – Senior Impact Officer

The Senior Impact Officer provides senior-level support to the Director, Evaluation & Impact in the identification, implementation and growth of ANROWS's impact portfolio. This is a new role that is focused on building organisational capacity to measure and enhance ANROWS's impact, embedding an organisational culture of monitoring, evaluation and learning (MEL) across the organisation and operationalising strategic initiatives as they relate to organisational MEL and impact.

With the support of the Director, Evaluation & Impact, this role will collaborate with internal teams and external stakeholders to ensure ANROWS's strategies are aligned with our mission and set up to deliver measurable outcomes; and will coordinate the development, execution and reporting of impact measurement and related impact initiatives across the organisation, ensuring alignment with ANROWS's Strategic Plan and relevant frameworks.

### 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.

### About the position

This is a 1.0 FTE position, reporting to the Director, Impact & Evaluation. The appointment is 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 \$124,506 to \$127,491 per annum 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 annual leave, in addition to personal and sick leave.

### Key responsibilities

- Develop, refine and implement measurement, evaluation and learning (MEL) frameworks to assess ANROW's impact, and to build an organisational culture of continuous measure and learning.
- Work collaboratively across ANROWS to identify, scope, design and implement impact projects and internal reviews and evaluations.

- Lead the development and implementation of tools and processes to measure progress against ANROWS's strategy
- Coordinate the collection, analysis, and interpretation of data to inform decision-making, impact measurement and strategy implementation and refinement.
- Prepare high-quality impact reports, presentations, and other outputs for internal and external audiences
- Research best practices and emerging trends in impact measurement and strategy development, particularly in relation to the uptake of DFSV evidence in policy and practice.
- Support the design and scaling of initiatives that enhance the organisation's reach and effectiveness
- Work with internal and external stakeholders to build their capacity in understanding and measuring organisational impact in the area of DFSV, including through the facilitation of workshops and reflection sessions to promote a culture of evaluative thinking
- Contribute expertise to evaluation projects across the evaluation and impact directorate, as required.

## Skills & Experience

### Essential

1. Postgraduate qualification in a relevant field (e.g. social sciences, public policy, evaluation) or equivalent experience, with a minimum of five years' experience in strategy implementation, impact measurement, and/or evaluation in a mission-driven organisation.
2. Strong analytical and problem-solving skills, including experience developing MEL frameworks, analysing complex data, and translating insights into strategic actions and outcomes.
3. Demonstrated capacity to manage complex projects, coordinate teams, prioritise competing demands, and collaborate effectively with diverse internal and external stakeholders.
4. Excellent written and verbal communication skills, with experience building capability in MEL through tools, frameworks, training, or facilitation. An ability to foster an evaluative culture and clearly communicate impact to different audiences.
5. Sound understanding of monitoring, evaluation, and learning (MEL) practices, ideally in contexts related to evidence translation, public policy, or social impact.

### Desirable criteria

1. Knowledge of domestic, family and sexual violence (DFSV) and current approaches to evidence-based prevention and response.
2. Familiarity with systems-thinking or complexity-aware approaches to evaluation and strategy.
3. Experience mentoring or managing team members.
4. Proficiency in using data tools (e.g., Microsoft Forms, Qualtrics, Tableau) for collection, analysis, and visualisation.

## Further information

Any enquiries regarding the position should be directed to: Lucy Macmillan  
[lucy.macmillan@anrows.org.au](mailto:lucy.macmillan@anrows.org.au). **\*\*Do not send applications to this email.**

## Applications

Applications for the position close on **Friday 13 June 2025**.

To be considered for the position, applications need to include:

- a covering letter addressing the essential selection criteria listed above
- a resume.

Please apply through [SEEK](#)

**\*\*Applications will not progress unless these documents are included in your application.**

**\*\*Only candidates who have been selected for interview will be notified.**

## Criminal history check

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