

## RESEARCH AND EVALUATION SPECIALIST

### The Men's Project

#### About Jesuit Social Services

Jesuit Social Services is a social change organisation working to build a just society where all people can live to their full potential. We do and we influence. We accompany people and communities to foster and regenerate the web of relationships that sustain us all – across people, place and planet; and we work to change policies, practices, ideas and values that perpetuate inequality, prejudice and exclusion.

#### Our Vision

Building a Just Society

#### Our Mission

Standing in solidarity with those in need, expressing a faith that promotes justice.

#### Our Values

- Welcoming – forming strong, faithful relationships
- Discerning – being reflective and strategic in all we do
- Courageous – standing up boldly to effect change

#### Our Purpose

We work to build a just society where all people can live to their full potential – by partnering with community to support those most in need and working to change policies, practices, ideas and values that perpetuate inequality, prejudice and exclusion.

#### Position details

POSITION TITLE:	Research and Evaluation Specialist
PROGRAM:	The Men's Project
LOCATION:	Richmond, Melbourne – with option of hybrid and flexible work arrangements
REPORTING RELATIONSHIPS:	This position reports directly to Manager, Research and Evaluation, The Men's Project This position doesn't have any direct reports
EFFECTIVE DATE:	June 2025

## Position Purpose

- To lead and contribute to the end-to-end delivery of rigorous and high-quality research and evaluation projects that strengthen the standard of evidence (such as quasi-experimental or experimental evaluations) which underpins our programs, in consultation with Manager and senior management and academic partners.
- To lead and contribute to uplifting the evaluation knowledge and capabilities across The Men's Project.
- To lead and contribute to the application and translation of findings to practice and advocacy.

## Program Purpose

The Men's Project is an initiative of Jesuit Social Services launched in 2017 that builds on Jesuit Social Services' over 45-year engagement with boys and men in trouble. We provide leadership on the reduction of violence and other harmful behaviours prevalent among boys and men and build approaches to improve their wellbeing and keep families and communities safe.

Our vision is for good men, respectful relationships and safe communities.

We aim to achieve this through a focus on:

- Enabling influencers to take action - building knowledge, skills and confidence among those who work with men / boys and have opportunities to make our communities safer, including by promoting positive change related to what it means to be a man in the 21st century.
- Child sexual abuse prevention - engaging with young people and adults at risk of offending to protect children.
- Healing and healthy relationships - working with young people who have experienced harms to support them to flourish and build skills to strengthen their connection with self / others

Across each of these focus areas, The Men's Project seeks to:

- Build knowledge about behaviours / attitudes to prevent men's violence and harm.
- Design, deliver & evaluate programs and initiatives, including promoting help seeking (particularly digital / online).
- Engage with decision makers, our "sector" and communities to change hearts, minds and systems towards love and justice.

## Duties of the position

- Leading and contributing to the coordination and delivery of data collection, research projects and evaluations with, the a focus on increasing the standard of evidence which underpins the work of The Men's Project, including:
  - The design and implementation of quasi-experimental or experimental evaluations.
  - Development of program logics and data collection instruments.
  - The development of human research ethics applications (HREA).
  - Coordination of stakeholders, including external research agencies, funders, advisory groups and academics.
  - Primary and secondary research, employing a range of methods.

- The analysis of qualitative and quantitative data, including creation of graphs and other visual data outputs and/or collaboration with designers.
- The provision of written and verbal reports on project progress, including advice to senior management regarding risks and issues and proposed mitigations.
- The development of literature reviews, discussion papers, research or evaluation findings and formal reports for publication or dissemination.
- Leading and contributing to building and supporting evaluation knowledge and capabilities across The Men's Project.
- Leading and contributing to the advocacy and knowledge translation efforts, including by sharing key research and evaluation findings across a range of forums. |

## **Key Selection Criteria** |

1. Relevant experience leading, designing and contributing to research projects and evaluations in not-for-profit, academic, corporate or government context.
2. An understanding of research, policy and reform directions related to the prevention of men's violence and child sexual abuse.
3. Strong written and verbal communication skills, including experience leading and contributing to the authorship of reports, and the ability to synthesise complex information and communicate this to a range of audiences.
4. Experience and capabilities in the collection and analysis of quantitative and qualitative data as well as quasi-experimental or experimental evaluations.
5. Strong project management and organisational skills, including experience overseeing and delivering a significant project.
6. Excellent relationship building and stakeholder management capabilities. |

## **Key Performance Indicators** |

- Evidence of contribution to the successful establishment and delivery of research and evaluation projects, within agreed timeframes.
- Evidence of supporting a refined evaluation approach, including updated data collection instruments and processes, to ensure we are contributing to the evidence base for best practice approaches to the prevention of gender-based violence.
- Evidence of an increase in the standard of evidence generated through our program evaluations.
- Evidence of contributing to evaluation capability building across The Men's Project teams.
- Evidence of maintenance of good relationships with internal and external stakeholders.
- Maintenance of The Men's Project's reputation as an innovative contributor to the violence prevention field through high quality research / evaluation
- Timely and satisfactory completion of all administrative and reporting duties associated with the position. |

## Key responsibilities of Jesuit Social Services Employees

### Service delivery/ Practice Framework

- Engage and build positive and constructive relationships with internal and external stakeholders and program participants
- Deliver services consistent with program guidelines, relevant legislation and funding agreements
- Communicate clearly with others
- Manage competing priorities in a high-volume work environment
- Fulfil the reporting and administrative requirements associated with the position
- Other duties as required.

### Service delivery/ Practice Framework

- Engage and build positive and constructive relationships with internal and external stakeholders
- Deliver services consistent with shared services guidelines, relevant legislation and funding agreements
- Communicate clearly with others
- Manage competing priorities in a high-volume work environment
- Fulfil the reporting and administrative requirements associated with the position
- Other duties as required.

### Team work and supervision

- Work effectively as part of a team, contributing to group outputs and reflective practice
- Actively participate in regular supervision with the line manager, staff meetings and professional development opportunities. |

### Continuous Improvement and Professional Standards

- Demonstrate a commitment to own learning and development
- Commitment to risk management and continuous quality improvement processes
- Compliance with relevant legislation, Code of Conduct, policies and procedures of Jesuit Social Services

### Diversity, inclusion and culture

- Demonstrate respect and acceptance of diversity at all times and provide culturally appropriate support to all including Aboriginal and Torres Strait Islander peoples and those who identify as LGBTQIA+
- Interact with staff, participants and other stakeholders in a manner that is inclusive, respectful and non-discriminatory|

## Mandatory Position Requirements

- Current National and International (where required) Police Check
- Current Employee Working with Children Check
- |Proof of eligibility to work in Australia
- A relevant tertiary qualification, including research project

## Safeguarding Children and Young People

Jesuit Social Services takes child protection seriously, we undertake a range of checks and processes to ensure safeguarding of children, and you are required to meet the behavior standard outlined in our Code of Conduct.

## Conditions of Employment

Conditions of employment are in accordance with the current Jesuit Social Services Collective Agreement and Jesuit Social Services Policy & Procedures, including the Code of Conduct.

## Employee Acknowledgement

I, \_\_\_\_\_ (please print name) acknowledge that I have read and understood the contents of this position description.

**Employee Signature:**

\_\_\_\_\_

**Date:** \_\_\_\_\_

**Position Description Approved by:**

**GM or ED**

**Position Description Review Date:**

**1 year from effective date**