

Position: Senior Project Officer Evaluation and Evidence Informed Practice

NPYWC Program: Youth Services

Employment Details: Two Years Fixed Term

Location: Alice Springs, Northern Territory with travel to the NPY lands

Base Salary: \$96,453.51 - \$104,174.19

What we do:

We are an Anangu-led organisation, governed by women's law, authority and culture. We deliver health, social and cultural services for all Anangu.

Our Values:

We believe in the strength of Anangu people, culture, and the collective agency of women. We are dedicated to delivering more and better choices for our communities. We are committed to Malparara way – a cross cultural practice framework specific to NPYWC that respects the contribution Anangu and non-Indigenous people working alongside each other bring to the organisation.

We are a trauma-informed organisation and this guides our work.

Your Team:

The NPY Women's Council (NPYWC) Youth Program works with children and young people aged 10-25 and their families. Our service model consists of the following: case management, leadership and education, youth diversion and recreation as well as advocacy and collaboration.

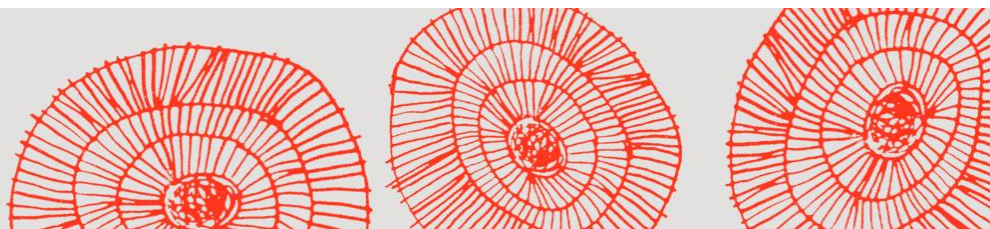
The main activities of the NPYWC Youth Program are to:

- Work with young people and their communities to provide meaningful, educational recreation activities;
- Provide case management support to young people and their families using a family orientated client centred framework;
- Advocate for better resourcing and support where there are gaps in services and programs for young people;

Your Role:

Working within the Youth Services, the Senior Project Officer Evaluation and Evidence Informed Practice will have a unique opportunity to create evidence-driven impact for youth services across remote central Australia and NPY Women's Council broadly.

The Senior Project Officer Evaluation and Evidence Informed Practice will be responsible for working cross-culturally to design and implement a regional impact evaluation of youth recreation and diversion programs. You will work alongside Anangu and non-Anangu colleagues to design and conduct surveys, collect, analyse and translate data into learnings, develop Monitoring & Evaluation (M&E) plans, and support Team Leaders, Program Managers, Directorate and Boards to use these findings to make evidence informed decisions in order to improve outcomes for clients and efficiency of programs.



- You will supervise Anangu Staff engaged in evaluation and evidence based design projects. This will include one full time equivalent Anangu Support worker as well as other staff as seconded over to the project

Your Responsibilities:

- Develop an evidence-based Theory of Change for the Youth Service to form the foundation of M&E and program work
- Build a strong understanding of NPYWC Youth Services' data and reporting systems
- Coordinate and collaborate with Anangu and non-Anangu staff to design M&E frameworks for the implementation of regional youth service evaluation.
- Develop and implement M&E activities in order to collect and analyse data
- Collate and analyse data, developing and maintaining key metric dashboards
- Establish a high standard of data collection and management practice
- Collaborate and liaise with external industry stakeholders to contribute to M&E work
- Conduct reviews of M&E tools and practices to update and refine the M&E frameworks as the initiatives progress and to support high quality service delivery and improvement
- Utilise learnings from M&E work to influence M&E across the organisation
- Supporting communication and translation of evaluation findings to stakeholders
- Support NPYWC Leadership on initiatives to improve M&E capabilities of the organisation and to implement evidence informed design and practices
- Support the M&E capacity of Youth Services staff including through training and mentoring, to ensure the implementation of strong M&E systems
- Produce high-quality reports on M&E findings that support the initiatives' priorities and further evidence-based decision making
- Ensure M&E work is aligned with NPYWC's organisational vision and strategic plan
- Program development activities including grant applications
- Perform other reasonable duties as directed

Skills and Experience:

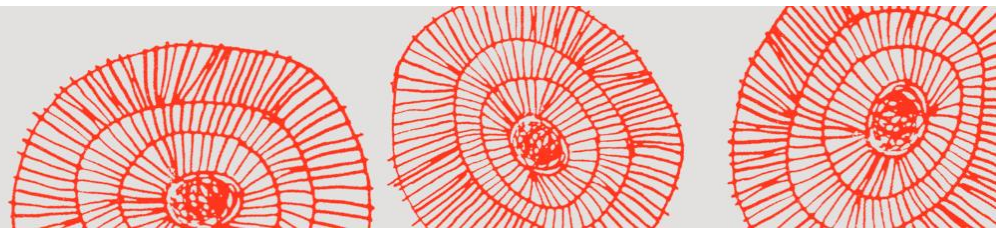
- At least 2 year of demonstrated experience leading project monitoring and evaluation projects.
- Excellent knowledge and application of M&E methodologies (e.g., qualitative, quantitative, mixed-method and impact)
- Sound knowledge of M&E planning, implementation, techniques and practices

Qualifications:

- Degree in statistics, public policy, social sciences, business, economics or related field OR professional accredited certification in Project Monitoring & Evaluation
- Previous experience working in an Aboriginal and/or Torres Strait Islander community-based organisation

• Remuneration:

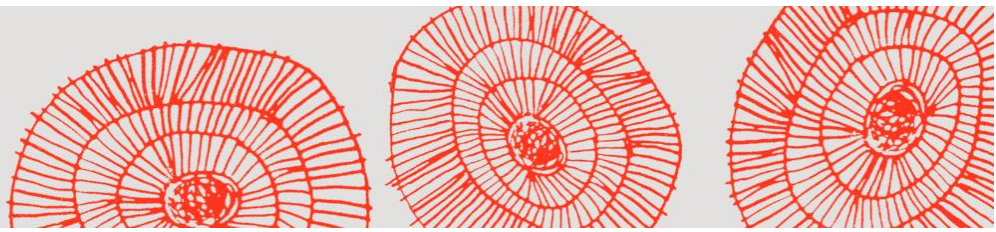
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- Experience designing and leading evaluations using a range of methodologies
- Experience in designing tools and strategies for data collection and analysis with a focus on capturing outcomes and impacts, and production of subsequent reports
- Experience administering and evaluating projects
- Experience in using data, analysis and visualisation software tools
- Previous experience supporting M&E activities, including designing and using data collection methods
- Experience using evidence informed or evidence based decision making concepts and processes
- A strongly collaborative approach to work practices
- An impact and outcome focus, curiosity and flexibility
- Excellent verbal and written communication skills and the ability to successfully build and manage key relationships
- Knowledge and appreciation of the cultural and social needs of Aboriginal people combined with continuing respect and support for Aboriginal cultural practices when considering service delivery and other support for clients, their families, communities and employees

Desirable:

- Prior experience working in remote contexts , working with Aboriginal communities
- Experience implementing evidence informed decision making



Employment Conditions:

- Work in a manner consistent with NPYWC Values, Code of Conduct, Rules and advocacy positions.
- Follow and work within NPYWC policies and procedures.
- Be responsible and accountable for your own and others health, safety and wellbeing.
- If applicable, the employee will provide the highest standards of service to clients at all levels by modelling service excellence that meets the needs of clients and enhances the profile of NPYWC.
- Some positions will require working in remote communities for extended periods and out of hours' work requiring overnight absences.
- Remote positions include accommodation. Usually this is stand-alone accommodation, however from time to time, based on accommodation and service delivery demands, this situation may change and staff may be required to co-share a NPYWC leased or owned property.
- Every employee is required to have (or willing to obtain) a current and valid criminal history check, and if applicable, a Working with Children Check.
- We require all staff to have a current Australian driver's licence.
- A current First Aid certificate or a willingness to undertake training.
- Experience in operating a manual 4WD vehicle or a willingness to undertake training.
- A good level of health and fitness that matches the requirements of the role. If so required by NPYWC you may be required to undergo a pre-employment medical assessment.

We are committed to building a respectful and inclusive workplace, appointing the best person for the role and supporting diversity.

All information will be held in the strictest of confidence.

To find out more about this position, please contact Youth Services Manager, Brett Toll on 0419 931 590 or visit <https://www.npywc.org.au/jobs/> for more information about the role and what it's like to work for us.

ACKNOWLEDGEMENT FOR RECEIPT OF POSITION DESCRIPTION

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Employee Name (Please Print)

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Employee Signature

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Date