

Evaluation Managing Consultant Opportunity

The Opportunity

A new opportunity exists for a dynamic person with experience in quantitative and qualitative research methods, evaluation practice and project leadership to join our team on an ongoing basis as a managing consultant. Be part of a small, purpose-driven team that uncovers and delivers evidence-based insights to increase social impact.

About us

Synergistiq has been a trusted and respected consulting business for 31 years. We draw upon the deep knowledge and experience of our people to provide evaluation and research, strategic planning and development, and facilitation and engagement services. We work across complex areas such as education, health, justice and social services, applying systems and strengths-based approaches with participatory engagement. We collaborate with our clients from government, not-for-profit and corporate sectors to solve multifaceted challenges, support evidenced-based decision-making and strengthen the impact of their work to achieve education, employment, and community outcomes.

We live our values in the way we work together and with our clients:

Collaboration We draw on one another's **strengths and ideas**, work **alongside our clients**, and value our **stakeholders as partners** in the process, to offer more than what was asked.

Community We **value difference** and **create belonging**, identify connections for clients through broad, inclusive consultation, and **hear the voices of all stakeholders**, to create open, trusted engagement.

Learning We are **ceaselessly curious** and open to the new, **share different perspectives and possibilities** with our clients, and engage in **mutual learning** with our stakeholders, to strengthen pathways to opportunity.

We are currently going through an exciting period of change and looking for individuals willing to contribute and share ideas, challenge thinking and learn from one another as we move into this next phase of our organisation.

About the role

We are seeking a Managing Consultant to work as part of a team or take on leadership roles for projects to:

- Draft and review evaluation methodologies, frameworks and data collection tools, taking on and providing feedback to others
- Lead various components of research and evaluation projects

- Facilitate strategy and program logic workshops
- Identify and apply diverse analytical frameworks to complex quantitative data sets, as well as undertake some mixed-methods analysis
- Identify, articulate and link key findings and recommendations to strategy, policy or program outcomes
- Prepare and present detailed, high-quality reports for diverse audiences
- Maintain and strengthen client relationships and be aware of potential additional business opportunities
- Contribute to developing new tools to enhance our client offering and improve internal processes
- Contribute to or lead proposal development
- Play an active role in the team, providing leadership and support, and sharing and learning with others.

About you (key selection criteria)

You will have completed tertiary or post-graduate qualifications or bring extensive previous experience in evaluation and research. You will bring the following experience and skills to the role:

Demonstrated research or evaluation skills:

- Knowledge of evaluation theory and design and the ability to apply this knowledge to real-world situations
- Experience in designing evaluation frameworks and data collection tools
- Experience in a consulting environment in one or more of the government, not-for-profit or corporate sectors (consulting experience in environmental, social and governance fields would be an advantage)
- Strong strategic thinking, conceptual and problem-solving analytical skills
- The ability to assess, understand and synthesise information to draw conclusions from a range of sources, including academic and grey literature, qualitative and quantitative data
- Demonstrated project management skills

Advanced analytical skills:

- Demonstrated expertise in designing and undertaking evaluations, with expertise in quantitative and/or qualitative research methods
- Ability to interpret qualitative and quantitative data, applying appropriate analytical frameworks and best practices to the management and manipulation of data
- Experience with analysis and visualisation software (e.g. Advanced Excel, R, SPSS, Stata, Qualtrics, Power BI)
- Experience undertaking systematic literature reviews and/or systematic coding and analysis of interview or ethnographic data

Strong communication skills:

- Advanced writing skills and demonstrated experience producing plain-English reports conveying quantitative and qualitative data for diverse audiences

- Highly-developed, clear and concise verbal communication skills for diverse audiences
- Facilitation and presentation skills, with experience moderating in-depth interviews or focus groups, providing evaluation capacity-building or facilitating adult learning an advantage
- Strong visual communication skills, including ability to graphically articulate complex messages and data simply

Personal attributes:

- Commitment to Synergistiq purpose and values
- Exemplary interpersonal skills with a demonstrated ability for building and maintaining relationships with clients and colleagues
- An ability to work under pressure, manage competing priorities, and meet project requirements, budgets and deadlines
- A sense of shared responsibility for projects and teamwork with an ability to work independently as required
- A willingness to learn and share, acknowledging diversity of experience across a team
- A willingness to abide by our Code of Conduct, including undertaking a National Police Check and reviewing our Child Safe Policy before commencement.

About our working environment

We are a highly-collaborative, supportive team. We mostly work from home. We will commence using a shared, centrally-located working space one to two days a week in 2022, continuing a hybrid model of remote and office-based work.

We work flexibly, while meeting client needs. The role is advertised as a full-time role. We are open to discussing part-time or job-share arrangements. We will agree the optimum way of structuring the work with the successful candidate.

To apply

To apply for the role, please email recruitment@synergistiq.com, with a succinct cover letter and CV that collectively address the key selection criteria. For a confidential conversation, please telephone Diana Warren on (03) 9946 6800. We are looking to fill this role as soon as possible. Applications close on 10 December 2021. Interviews will be conducted in the week beginning 13 December 2021, with some potential for adjustment if required.