



Research Officer

Victorian Aboriginal Children and Young People's Alliance

| EMPLOYMENT DETAILS | | | |
|-------------------------|------------------------------------|----------------------------|--|
| Role type | Full time | Award | SCHADS 6 |
| Hours per week | 1 FTE 38 hours | Classification | As per contract |
| Length of Term | 12 months | Salary | As negotiated |
| Reports to | Manager - Policy | Additional Benefits | Access to Salary Packaging Hybrid working environment |
| Secondary Report | Director – Strategic Operations | PD Review Date | 12 months |

About the VACYPA

The Victorian Aboriginal Children and Young People's Alliance (VACYPA) is the peak body for Aboriginal Community Controlled Organisations (ACCOs) dedicated to improving outcomes for Aboriginal children, young people, and their families. We work to influence policy, elevate the voices of Aboriginal children and young people, and ensure Aboriginal community-led approaches are central to decision-making.

The VACYPA advocates for systemic change that reflects the strength, rights, and resilience of Aboriginal communities, upholding principles of self-determination, cultural safety, and Aboriginal-led solutions. Our values are:

- Self-determination
- Empowerment
- Excellence
- Culture
- Leadership & Accountability

Position Overview

The Research Officer will play a vital role in building the Aboriginal evidence-base for child and family services, by supporting the collection of Aboriginal ways of knowing, being and doing. This will inform Aboriginal evidence-based policy development and advocacy for Aboriginal children, young people, and families in Victoria. This position will undertake research, data analysis, and evaluation activities that inform VACYPA's strategic priorities and strengthen the voice of Aboriginal communities in policy and practice reform.



Working closely with the VACYPA team, ACCOs, and government partners, the Research Officer will contribute to building a strong evidence base that demonstrates the effectiveness of Aboriginal-led approaches and supports the implementation of Wungurilwil Gapgapduir: Aboriginal Children and Families Agreement.

Key Responsibilities

Research and Analysis

- Design and conduct research projects that align with VACYPA's strategic priorities and the needs of Aboriginal children, young people, and families
- Collect, analyse, and interpret qualitative and quantitative data from diverse sources, including government datasets, ACCO service data, and community consultations
- Prepare comprehensive research reports, briefings, and evidence summaries that inform policy development and advocacy efforts
- Review and synthesise existing literature, research, and data related to Aboriginal child and family wellbeing

Monitoring and Evaluation

- Support the development and implementation of monitoring and evaluation frameworks for VACYPA programs and initiatives
- Track and report on key indicators related to Aboriginal children in care, family preservation, and cultural connection
- Evaluate the impact of policy reforms and service delivery models on outcomes for Aboriginal children and families

Evidence-Based Advocacy

- Translate research findings into accessible formats for diverse audiences, including policy briefs, infographics, and presentations
- Provide evidence-based input to submissions, position papers, and advocacy campaigns
- Support VACYPA's engagement with government departments by providing data analysis and research support

Stakeholder Collaboration

- Work collaboratively with ACCOs to identify research priorities and support their data collection and reporting needs
- Build and maintain relationships with academic institutions, research organizations, and government agencies
- Participate in research networks and working groups relevant to Aboriginal child and family wellbeing

Key Selection Criteria

Essential:



Position Description

- Demonstrated understanding of and commitment to the rights, safety, and wellbeing of Aboriginal children and young people, and the principles of Aboriginal self-determination.
- Demonstrated experience and understanding of working collaboratively with Aboriginal and Torres Strait Islander communities and cross-culturally; strong understanding of Aboriginal culture, history, and the impacts of colonisation and systemic racism.
- Understanding of culturally responsive research methodologies and ethical research practices with Aboriginal communities including
 - Proven experience in conducting research and data analysis, including both qualitative and quantitative methodologies.
 - Proven experience in monitoring and evaluation, including developing frameworks and measuring outcomes.
- Experience in applying principles of Indigenous data sovereignty and Indigenous Cultural and Intellectual Property rights.
- Strong analytical and critical thinking skills, with the ability to synthesize complex information and present findings in clear, accessible formats.
- Excellent written communication skills, with demonstrated ability to prepare high-quality research reports, policy briefs, and other written materials.
- Strong interpersonal skills and ability to build respectful and collaborative relationships with diverse stakeholders.

Desirable:

- Experience working with Aboriginal Community Controlled Organisations or in Aboriginal affairs-related roles.
- Tertiary qualifications in Research, Social Sciences, Public Health, Social Work, or related field.
- Experience in undertaking cost benefit analysis or use of similar methodology
- Knowledge of Aboriginal child and family services, child protection, youth justice, or related sectors in Victoria.

Conditions of Employment

- A current Working with Children Check and National Police Check (or willingness to obtain).
- Valid Victorian driver's licence (or equivalent).
- This position is a hybrid working arrangement, with some travel across Victoria required.

The Victorian Aboriginal Children and Young People's Alliance are an equal opportunity employer committed to creating an inclusive workplace. Aboriginal and Torres Strait Islander applicants are strongly encouraged to apply.