

# Job Description



<b>Position Title</b>	Senior Advisor, Impact Measurement & Learning	<b>Level</b>	D
<b>Reports to (role)</b>	Director, Innovation & Impact	<b>Career Stream</b>	Professional
<b>Team</b>	Impact & Learning		
<b>Location</b>	The Kids Research Institute Australia, Perth Children's Hospital, 15 Hospital Ave, Nedlands		

## PURPOSE OF POSITION

The Senior Advisor, Impact & Learning plays a pivotal strategic role in advancing The Kids Research Institute Australia's mission to improve health outcomes for children and young people. Working closely with the Director, Innovation & Impact, this role is instrumental in driving the implementation of the Institute's *Research Reimagined Strategy*, embedding impact-focused practices across the Institute, and enabling the translation of research into real-world outcomes.

Working with research teams, cross-disciplinary professional services, external partners and community, the Senior Advisor will support the implementation of the Institute's theme strategies, impact measurement framework and facilitate ongoing learning and strategy adaptation. The Senior Advisor will also play a key role in shaping the development and implementation of high-profile Challenge projects. Through convening cross-disciplinary expertise and fostering a culture of learning and innovation, the role ensures that research efforts are aligned with strategic priorities and positioned to deliver meaningful, measurable impact for children, families and communities.

## STRATEGIC CONTEXT

The Kids Research Institute Australia ("The Kids") is headquartered within the Perth Children's Hospital and is one of the largest and most successful medical research institutes in Australia, comprising a dedicated and diverse team of around 1,400 employees, students, volunteers and honoraries.

At The Kids, our vision is simple – HAPPY HEALTHY KIDS. We bring together community, researchers, practitioners, policy makers and funders, who share our mission to improve the health, development and lives of children and young people through excellence in research.

We commit to build on our success as a research institute that makes a real difference not only in our community, but for children and families around Australia and globally. Our 2025–35 Research Reimagined Strategic Plan has three pillars – Focus, Impact, Thrive – to ensure that our outcomes have even greater impact on the health and wellbeing of children and young people over the next decade.

## KEY RESPONSIBILITIES

Key Responsibilities	Tasks required to achieve Key Responsibilities	Measures
<b>Strategic Initiatives</b>	<ul style="list-style-type: none"> <li>• Work collaboratively with Theme Heads and Theme Managers to develop, implement and iterate a set of “nested”, impact-focused research strategies.</li> <li>• Lead and/or support the delivery of impact strategy workshops to define and capture key translation pathways.</li> <li>• Work collaboratively across themes and external partners to develop and then drive implementation of high-profile Challenge projects.</li> <li>• Convene cross-disciplinary teams to ensure research teams are supported to accelerate research translation toward meaningful impact for families and children.</li> <li>• Develop a portfolio management approach to ensure that translation pathways are supported in a timely manner.</li> <li>• Champion new ways of working that showcase cross-disciplinary agile teams to accelerate strategic priorities.</li> </ul>	<ul style="list-style-type: none"> <li>• Theme strategies are embedded with alignment of research projects to Research Reimagined.</li> <li>• Challenges well defined and supported.</li> <li>• Positive feedback from research and professional services teams.</li> </ul>
<b>Impact Measurement and Reporting</b>	<ul style="list-style-type: none"> <li>• Lead the design and development of a new impact measurement framework across the Institute.</li> <li>• Work closely with research teams and professional services to ensure the impact measurement framework is meeting key stakeholder requirements.</li> <li>• Design and implement an impact data collection process that balances practicality with value.</li> <li>• Develop insightful reports that capture a portfolio view of research projects, including by outcome areas and translation pathways.</li> <li>• Develop tailored impact management dashboards for key audiences, including Board, Executive, Theme Heads/Managers, Research teams and Funders.</li> <li>• Work collaboratively with ICT and finance teams to support the integration of impact measurement software into existing systems.</li> <li>• Contribute to the development and roll out of impact measurement communications.</li> </ul>	<ul style="list-style-type: none"> <li>• Impact measurement framework embedded.</li> <li>• Positive feedback on impact reporting from key internal/external stakeholders.</li> </ul>

<b>Strategic Leadership and Culture Building</b>	<ul style="list-style-type: none"> <li>• Foster a culture of impact and learning across the Institute.</li> <li>• Showcase positive examples of strategic learning and adaptation to build a culture of innovation and adaptation.</li> <li>• Lead the introduction of learning loops in the Institute, to provide timely opportunities for reflection, learning and strategic adaptation.</li> <li>• Design and deliver training sessions on impact practices, including impact measurement, systems change, impact funding and strategic collaborations.</li> </ul>	<ul style="list-style-type: none"> <li>• Positive team engagement with learning sessions.</li> <li>• Feedback and uptake on training sessions.</li> </ul>
<b>Capability Building</b>	<ul style="list-style-type: none"> <li>• Develop impact-focused education programs for researchers and employees, promoting a strategic focus on research translation to accelerate impact for families and children.</li> <li>• Provide strategic advice to researchers and Institute leaders on impact pathways.</li> <li>• Understand global best-in-class practices for research translation, providing timely insights and advice to enhance delivery of the <i>Research Reimagined Strategy</i>.</li> <li>• Identify and evaluate opportunities for strategic partnerships to accelerate impact outcomes, including catalytic funding or public/private partnerships.</li> </ul>	<ul style="list-style-type: none"> <li>• Program participation and feedback.</li> <li>• Strategic partnerships supported.</li> <li>• Internal and external feedback.</li> </ul>
<b>Leadership</b>	<ul style="list-style-type: none"> <li>• Monitor the allocation and direct the resources within the team to ensure the achievement of deliverables.</li> <li>• Hold direct reports accountable to their responsibilities and results.</li> <li>• Manage people fairly and equitably, with appropriate escalation and consultation with the P&amp;C team, and in line with policy and procedures.</li> <li>• Ensure any actual or potential workplace conflict within the team is addressed and approached in a respectful, positive manner for effective resolution, or appropriate escalation as required.</li> <li>• Lead by example by demonstrating behaviours that are respectful, promote equity and inclusion for all and create a psychologically safe environment.</li> <li>• Foster a culture of transparent, effective, timely and appropriate communication with direct reports and other stakeholders to ensure advice provided and decisions made are well informed and understood.</li> <li>• Effectively manage change management processes, encouraging innovation and continuous improvement.</li> <li>• Have regular 1:1 conversations with direct reports to enable effective two-way feedback.</li> </ul>	<ul style="list-style-type: none"> <li>• Direct reports understand and embrace organisational culture, directions, goals and client service ethos.</li> <li>• Direct reports are aware of their responsibilities, expectations and performance in their roles.</li> <li>• Direct reports feel supported, engaged and safe to raise concerns.</li> </ul>

<b>Workplace Safety</b>	<ul style="list-style-type: none"> <li>• Ensure effective management, monitoring and awareness of the Institutes health and safety risks as well as support its regulatory and compliance obligations in accordance with WHS legislation.</li> <li>• Lead and champion behaviours that uphold the health and safety of all Institute people and operations.</li> <li>• Understand, anticipate and manage key HSW risks for all Institute activities in area of responsibility.</li> <li>• Facilitate work design, environments, systems and allocate resources to manage psychosocial hazards and promotes a safe, healthy and inclusive workplace.</li> </ul>	<ul style="list-style-type: none"> <li>• Employee Engagement surveys reflect our commitment to health, safety and wellbeing outcomes.</li> <li>• Critical Risks and agreed actions pertaining to area of responsibility are understood and managed <u>pro-actively</u>.</li> <li>• Open and transparent reporting of health, safety and psychosocial incidents within area of responsibility.</li> </ul>
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## ESSENTIAL CRITERIA

<b>Qualifications:</b>	A degree in a relevant field such as Public Health, Social Impact, Science, Evaluation, or Policy.
<b>Essential Skills, Knowledge &amp; Experience:</b>	<ul style="list-style-type: none"> <li>• A track record of developing and implementing impact strategies for complex, for-purpose organisations.</li> <li>• Strong proficiency in applying a range of impact strategy tools, (e.g. theory of change, systems mapping) with comfort adapting toolkit based on context and audience.</li> <li>• Experience implementing impact measurement frameworks in complex organisations.</li> <li>• Excellent facilitation skills, with confidence leading large, cross-disciplinary workshops and managing strong, diverse opinions.</li> <li>• Outstanding written and verbal communication skills, including the development of succinct and insightful impact reporting.</li> <li>• Exceptional communication, negotiation, and relationship-building skills, with a demonstrated ability to influence a wide range of stakeholders.</li> <li>• Strong analytical skills, including data manipulation and strategic insight generation.</li> <li>• Proven ability to build and steward cross-sectoral partnerships to deliver better outcomes.</li> <li>• Passion for making a difference to health outcomes for all people in our community.</li> </ul>
<b>Desirable Skills, Knowledge &amp; Experience</b>	<ul style="list-style-type: none"> <li>• Deep understanding of global best practices in research impact and translation.</li> </ul>

<b>DIRECT REPORTS</b>	<ul style="list-style-type: none"> <li>• TBD</li> </ul>
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<b>Approved by:</b>	Director, Innovation & Impact
<b>Date approved:</b>	15.05.26



**Reviewed by P&C:**

15.05.26