

Research and Evaluation Principal Consultant Leadership Opportunity

The Opportunity

Are you interested in bringing your evaluation knowledge and experience to an influential leadership role? We are seeking a strategic, contemporary evaluation practitioner, with excellent quantitative and qualitative research methods, to lead the consulting team, design and deliver client projects, and be part of driving and shaping the organisation's strategic direction. This is an ongoing role, collaborating closely with the Managing Partner, in 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 over 30 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 Principal Consultant to help lead the consulting team, as well as individual project teams. Key aspects of this role include:

- Providing thought leadership to guide projects and the organisation as a whole
- Contributing to business planning and strategic direction
- Providing evaluation excellence and high-level quantitative methods, including capacity development of the team and staff, innovative methodologies and contribution to the field
- Project oversight, management, leadership and delivery
- Business development, including proposal writing, networking, stakeholder relationships and ensuring projects suits our skills, needs and interests
- Staff management (on projects)
- Contributing to branding / and profile
- Maintaining professional knowledge, skills and upholding standards
- Contributing to processes, such as chairing and minuting staff meetings, attending client meetings, administration tasks for management of proposals and projects, sharing learnings.

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 have worked in or have a deep understanding and familiarity with the education sector. You will bring the following experience and skills to the role:

Highly-regarded research and evaluation skills:

- Advanced knowledge of contemporary evaluation theory and design and demonstrated experience applying this knowledge to real-world situations
- Strong experience in leading the design and implementation of evaluation methodologies, 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 education, environmental, social and/or governance fields would be an advantage)
- Highly-developed strategic thinking, conceptual and problem-solving analytical skills
- Demonstrated ability to understand and interpret complex data, drawing out strategic and systems issues arising from data analysis
- Exceptional project management skills.

Advanced data skills:

- Expertise in data analytical frameworks and the application of quantitative and qualitative analytical techniques, with experience in the development of valid survey tools
- Ability to undertake quantitative research projects, drawing on best practice research methodologies
- Demonstrated experience in the use of statistical programs such as R/Stata/SPSS to analyse complex datasets
- Proficiency in using Microsoft Office 365 and software pertinent to evaluation and design.

Excellent communication skills:

- Exceptional writing skills, with the ability to clearly and succinctly present complex data and analysis in plain-English reports for diverse audiences, as well as develop persuasive and compelling proposals
- Highly-developed, clear and concise verbal communication skills for diverse audiences
- Strong visual communication skills, including the ability to graphically articulate complex messages and data simply (experience using PowerBI an advantage)
- Engaging facilitation and presentation skills, with experience providing evaluation capacity-building or facilitating adult learning.

Personal attributes:

- Commitment to Synergistiq purpose and values
- Strong leadership skills with a passion for strengthening team capability through supported development, guidance and example
- 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, while maintaining a calm and productive environment for the team
- An ability to create a sense of shared responsibility for projects and teamwork, as well as support individual autonomy
- 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 small, highly-collaborative and supportive team. Our office is located in North Melbourne, however staff mix working from the office with home-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 Patrick Lyons on (03) 9946 6800. We are looking to fill this role as soon as possible. Applications close on 5 June 2026. We anticipate a two-staged interview process as part of this recruitment.