# Position Details

## Administrative Services – CSOF6

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| The following information is for applicants | |
| Advertised Job Title | Senior Impact Evaluation Economist |
| Job Reference | 87482 |
| Tenure | Indefinite |
| Salary Range | AU$117,917 to AU$138,176 pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Brisbane, Melbourne, or Canberra preferred, other locations negotiable |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian/New Zealand Citizens and Australian Permanent Residents Only |
| Position reports to the | Executive Manager, Performance & Evaluation, Strategy Group |
| Client Focus – Internal | 80% |
| Client Focus – External | 20% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Anne-Maree Dowd via email at [Anne-Maree.Dowd@csiro.au](mailto:Anne-Maree.Dowd@csiro.au) |
| How to apply | Apply online at <https://jobs.csiro.au/>  Internal applicants please apply via **Jobs Central**  If you experience difficulties when applying, please email [careers.online@csiro.au](mailto:careers.online@csiro.au) or call 1300 984 220. |

### Role Overview

The Corporate Performance and Evaluation (P&E) Team provides and supports an integrated and effective approach to planning, performance, and analytical insights which demonstrates and maximises CSIRO’s impact, science quality, and innovation capacity.

This position in the P&E Team will primarily provide in-house capability to support the evaluation of the value and impact of CSIRO research outputs and infrastructure, and other activities which support CSIRO’s objectives. The successful applicant will work both independently and as a key member of the Team, through activities to support decision making, and input to project development, across CSIRO. This includes both prospective and retrospective impact evaluations employing a variety of methodological approaches including cost benefit analysis and non-market valuations of ‘triple bottom line’ impacts in accordance with CSIRO’s Impact Evaluation Guide, as well as project management activities relating to impact evaluations conducted by CSIRO’s consultant panel.

While the role is located within the Corporate Performance and Evaluation Team, it is expected the successful applicant will work closely with each Business Unit and other lines of business, such as Missions and Future Science platforms, as well as Enterprise Support functions (where necessary). The role provides direct support to the business through evaluations, as well as developing tools, resources, and building capability.

This position in the Corporate P&E Team will play a significant role in several complementary areas within the Team’s portfolio of work, including advancing the maturity of the impact approach within CSIRO (e.g., through learning-focused meta-analyses of case study evaluations; skill development training across the business in relevant methodological approaches; and the support/delivery of impact and strategy workshops to internal stakeholders) and general administration.

Specific program evaluation experience is desirable, but not essential.

### Duties and Key Result Areas:

* Use of a range of economic evaluation techniques and methodologies to analyse and interpret results to determine the value of both prospective and retrospective research projects/programs within CSIRO. This will include the application of micro-econometric techniques to identify causal impacts of research outputs and outcomes as an input to research planning and evaluation, feasibility studies, and other applied economic analysis and management/policy initiatives.
* Undertake basic research – for example, the preparation, manipulation, and analysis of datasets, as well as literature, database, and other desktop research, ensuring that results and assumptions are documented effectively, and that outcomes are communicated to the relevant individuals or teams who have requested the research.
* Supervise and perform data cleaning procedures and organise data for analysis as required.
* Research and perform statistical, financial, economic, strategic, policy, and cost benefit analyses as requested (e.g., long range planning, economic modelling, and triple bottom-line analyses).
* Gather data to support impact evaluation (including economic modelling, impact evaluation and configuring analytic models such as benefit/cost models) as required.
* Contribute to the further development and embedding of CSIRO’s Impact Framework, including through conducting analyses of the case study data set to facilitate greater learning about effective impact delivery, and through supporting the Team in the delivery of impact planning workshops as required.
* To make internal and external contacts, and develop a robust knowledge base and understanding of economic analysis of research and innovation interventions, with a view to forming relationships for future collaboration.
* Project manage impact case studies completed by the external consultant pool.
* Provide support for the external consultant panel, including the validation of proposed impact analysis approaches and results, and reviewing/assessing the quality of evaluation reports.
* Project manage, provide expert input into, the periodic update of CSIRO’s Impact Evaluation Guide.
* Communicate openly, effectively, and respectfully with all staff, clients, and suppliers in the interests of good business practice, collaboration, and enhancement of CSIRO’s reputation.
* Work collaboratively as part of a multi-disciplinary, regionally dispersed team to carry out tasks in support of CSIRO’s objectives.
* Adhere to the spirit and practice of CSIRO’s Code of Conduct, Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm goals.
* Other duties as directed.

### Required Competencies:

1. **Teamwork and Collaboration:** Cooperates with others to achieve organisational objectives and may share team resources in order to do this. Collaborates with other teams as well as industry colleagues.
2. **Influence and Communication:** Identifies critical stakeholders and influences them via an influential third party, for example through an established network, to gain support for (sometimes contentious) proposals/ideas.
3. **Resource Management/Leadership:** Sets up and maintains effective and efficient work teams and manages performance and resources, to achieve objectives. Chooses appropriate management strategies and communication styles to maintain high levels of motivation and productivity. Gives feedback for development purposes and provides support and direction for improvement.
4. **Judgement and Problem Solving:** Anticipates and manages problems in ambiguous situations. Develops and selects an appropriate course of action and provides for contingencies. Evaluates, interprets and integrates complex bodies of information and draws logical conclusions, synthesises proposals, and defends options with reasoned arguments.
5. **Independence:** Assesses the risk and opportunity of identified strategies, options, and actions. Overcomes problems and setbacks in achieving goals. Invariably includes consideration of value-added future impact on bottom line when determining the optimal and efficient use of resources.
6. **Adaptability:** Demonstrates flexibility in thinking and adapts to and manages the increasing rate of organisational change by adjusting strategies, goals and priorities.

## **Selection Criteria**

#### Essential

*Under CSIRO policy only those who meet all essential criteria can be appointed.*

1. Minimum bachelor level degree in economics, finance, or other related field involving extensive course work in economic and/or financial theory and analysis.
2. Capacity to undertake economic assessments and analysis (statistical analysis is desirable but not essential) including a demonstrated ability to analyse and present quantitative and qualitative data and information.
3. Demonstrated experience working with or within a science and research organisation (or a related sector), evaluating, analysing, and reporting influencing options with reasoned arguments.
4. Minimum 4-5 years professional experience in economics and financial research and analysis, particularly cost benefit analysis.
5. Strong data analytics experience and skills with both quantitative and qualitative data analysis and reporting.
6. Experience engaging with, and effectively influencing, a broad range of stakeholders.
7. Demonstrated strong project management experience with both internal and external stakeholders.
8. Direct experience in various forms of communication, specifically writing reports and verbal presentations to various audiences.
9. A client orientation and proven ability to produce high quality written material in a timely manner. Flexibility and ability to work effectively in a complex and dynamic environment, to adapt quickly and proactively manage and re-prioritise multiple tasks.
10. Demonstrated ability to work effectively in a team environment, proactively collaborating, as well as sharing resources to accomplish objectives.

Special Requirements

## Appointment to this role may be subject to conditions including provision of a national police check as well as other security/medical/character clearance requirements

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