

POSITION DESCRIPTION

Position Title:	Research Officer – Statistics Support
Time Commitment:	Part time (0.6 FTE), initially 6 months, potential for ongoing until April 2020
Location:	Level 1, 250 Queen St, Melbourne

ABOUT THE ORGANISATION

WHO ARE WE?

IWDA is the leading Australian agency entirely focussed on women's rights and gender equality in the Asia Pacific region. We are international, feminist and independent.

OUR VISION

Gender equality for all

OUR PURPOSE

To advance and protect the rights of diverse women and girls

VALUES

Feminist, Accountable, Collaborative, Transformative

OUR GOALS 2016-2021

1. Promote women's leadership and participation
2. Increase women's safety and security
3. Accelerate women's economic rights
4. Support systemic change towards gender equality
5. Ensure organisation sustainability and influence

International Women's Development Agency (IWDA) has an EEO exemption (H139/2015) and requests applications from women only. IWDA encourages women from culturally and linguistically diverse backgrounds and women with disabilities to apply. Any offer of employment will require a National Police Check and endorsement of IWDA's Child Protection Code of Conduct

POSITION SUMMARY

The Individual Deprivation Measure (IDM) Program is a research partnership between Department of Foreign Affairs and Trade (DFAT), Australian National University (ANU) and IWDA, aimed at changing the way global poverty is measured in order to be more inclusive, gender-sensitive, and to reveal inequality. This includes collection of data in developing countries (Nepal and Fiji to date, and another three countries before 2020), and with

marginalised populations within these countries. The IDM research program is organised around four pillars, Data, Measure, Technology and Communications.

Reporting to the IDM Research Fellow, the Research Officer will work across four pillars of the IDM research program, focussing primarily on the research-related pillars of 'Data' and 'Measure'. The role will be responsible for performing core initial analysis of IDM survey data to generate dimension scores and create a composite index from these dimensions. The Research Officer will also analyse differences in poverty and inequality by factors such as gender, age, ability, socio-economic background. The Research Officer will generate tables and charts to communicate results, and document work and issues to facilitate a consistent approach across IWDA and ANU and enable comparative analysis of data across countries.

KEY RELATIONSHIPS

Reports to: IDM Research Fellow, IDM Team Leader
Internal: IDM team members, IDM cross team group members, staff and volunteers
External: ANU IDM, DFAT, local research partners, IDM consultants

KEY RESPONSIBILITIES

1. Support Research Fellow in statistical analysis of IDM data in R
2. Support composite index construction in R
3. Support development of sampling strategy and research design for research projects
4. Undertake statistical analysis to provide content for targeted communications
5. Support generation of analysis rules for IDM IT system
6. Support statistical analysis coordination between IWDA and ANU statistician

SELECTION CRITERIA

Technical Experience

Essential

1. Completed (or completing) postgraduate level university qualification in social science, psychology, development, economics, statistics, or related fields (quantitative research training essential)
2. Proven experience conducting statistical data analysis for a complex research program, including familiarity with relevant analysis techniques
3. Strong knowledge of and experience with analysis packages including SPSS and R (experience with Stata and/or programming (XML, Javascript, or ETL frameworks) desirable)
4. Adept at queries, report writing and presenting findings

Behavioural Competencies

- Valuing Diversity
- Empowerment
- Managing Work & Quality
- Acting with Transparency
- Building Trusting Relationships
- Collaborating for success
- Learning, Improving & Adapting
- Judgement & Decision Making

5. Excellent attention to detail and commitment to data integrity, ensuring data is accurate and thoroughly and appropriately analysed.

Desirable

1. Experience with creating composite indices desirable, including aggregation and weighting

GENERAL CONDITIONS

All IWDA staff and volunteers are required to:

- Support and demonstrate IWDA's Values and Behavioural Competencies
- Act at all times in accordance with IWDA's Code of Conduct and Policies
- Comply with IWDA's Occupational, Health, Safety & Wellbeing Policy and practices
- Support a child safe organisation and undertake a police check prior to commencement and every 3 years thereafter.

TRAVEL REQUIREMENTS

This role will require some domestic travel, and may involve some international travel. It is a condition of employment that staff abide by all IWDA security and safety policies and procedures. Travel to remote locations may be required and staff should be confident and fit to travel to these locations.