

Position description



Position	Evidence and Impact Lead, Be You
Reports to	Strategy, Policy and Advisory Manager, Be You
Work level	4
Group	Services
Team	Be You
Location	Onsite at the Hub in Melbourne CBD or Hybrid
Direct reports	3

01. Purpose of the position and link to Strategy 2023+ *Earlier, Easier, Together*

The Evidence and Impact Lead for Be You is responsible for leading the Be You Evidence & Impact team. This role will be responsible for leading a high performing team to develop and deliver Be You's Performance and Monitoring Framework, Evaluation approach and associated activities to demonstrate the impact of Be You, ensuring alignment to Beyond Blue's research strategy and outcomes framework.

02. Key Accountabilities of Position

- Lead the development and implementation of Be You's Performance and Monitoring framework, working closely with the Be You Outcomes Specialist, Be You Experience team, Beyond Blue Evidence & Impact and Insights teams to embed sustainable monitoring and evaluation systems into Be You's delivery, ensuring alignment to Beyond Blue's outcomes framework.
- Lead a high-performing team to implement Be You's Performance Monitoring Framework, including the identification and prioritisation of projects to be delivered under this framework.
- Oversee and support the team to lead these activities and projects to demonstrate the impact of Be You, including Be You's Evaluation.
- Support the team to work with other groups across Be You partner organisations to assist with designing, developing, and implementing evaluation and research activities.
- Working closely with the Strategy & Advocacy Lead, support key activities with Emerging Minds and other key sector partners – for example, including developing consistency of outcome measurement across key program elements.
- Ensure research integrity is maintained in all research and evaluation work and that privacy, security and ethics are considered where appropriate.
- Identify opportunities for Be You evidence to be utilised in external research publications and outputs to support contributing to the evidence base, including supporting the Be You Strategy & Advocacy Lead to identify key conferences to attend.
- Communicate a clear and accessible vision for impact measurement, evidence and knowledge translation for the team.
- Support the Strategy & Advocacy Lead to provide timely recommendations and advice to the Strategy, Policy & Advisory Manager and Head of Be You to inform the strategic direction of Be You.

- Actively contribute to overall Be You leadership, working proactively with other Be You Leads and Managers, working to achieve Be You and Beyond Blue’s strategic objectives.
- Be responsive to additional duties that may arise, as requested by the Be You Strategy, Policy & Advisory Manager, and Head of Be You.

03. Key outcomes, or desired impact of role, linked to Strategy

- Be You and all operations and activities are evidence informed.
- Outcomes measurement is aligned across Be You’s operations, including Beyond Blue.
- The impact of Be You is clearly understood by all key stakeholders across the initiative, including delivery partners and our funders.

KPI’s/Goals are set in the performance review cycles – January to June / July to December as part of our [Thrive Framework](#).

04. Core Capabilities

Capabilities in our [capability framework](#) critical for role success include:

- Communicating – expresses information clearly and with purpose
- Community Centricity – actively listens to, understands and response to community and stakeholder experience and needs
- Innovating mindset – generates new ideas and embraces progress to create more value for Beyond Blue communities
- Digital discovery – uses available technology, data insights and digital resources to maximise efficiencies and effectiveness
- Partnering – collaborates and works in partnership to improve our sustainability and impact
- Agility – embraces agile work methods and is flexible in an uncertain and turbulent environment
- Critical thinking – uses logic and reasoning to identify the strengths and weaknesses of alternative solutions or approaches to problems
- Leading – is accountable and delivers high performance while upholding Beyond Blue values

05. Specific Job Competencies

Education/qualifications

- A tertiary qualification in a relevant discipline with research, monitoring, and evaluation components.

Experience

- Proven leadership skills and ability to build culture and a high performing team.
- Extensive experience in a similar evaluation or research role, including managing research and evaluation projects that inform strategy, ongoing outcomes monitoring and continuous quality improvement.
- Demonstrated knowledge and skill in quantitative and qualitative research methodologies, including an understanding of program and policy evaluation and research.
- Experience working collaboratively to contribute research and evaluation skills and expertise to cross-functional projects.
- Experience in leading the development and delivery of outcomes monitoring frameworks and ability to communicate a vision for impact measurement, evidence and knowledge translation that is engaging and motivates others.
- High-level experience and a record of achievement in knowledge translation in an applied setting.
- Strong communication skills (written and verbal), change management and negotiation skills with the ability to understand and adapt to different audiences, build productive relationships and change behaviour and practice.

- Ability to oversee multiple projects concurrently, effectively manage interdependencies and ensure quality outcomes, on time and on budget
- Demonstrated experience in agile project management processes, financial management, and resource identification and deployment
- Demonstrated experience in overseeing contracts and procurement processes and effectively managing suppliers and subcontractors
- Ability to be flexible and look beyond existing structures, ways of working, boundaries and organisations, to produce more effective and innovative service delivery and partnerships

Desirable

- Experience researching or evaluating mental health promotion initiatives.
- Experience researching or evaluating education settings

06. Values leadership and our culture at Beyond Blue

Beyond Blue Values We all play a part and take responsibility for our impact on Beyond Blue’s culture, in line with our Values.

Cultural competency Beyond Blue strives to be a culturally safe and inclusive workplace. All employees are expected to undergo regular cultural competency training as part of their professional development plans.
