

At AITSL, we believe every Australian child deserves a quality education. This relies on quality teaching and effective school leadership. We drive effective and inspiring teaching and school leadership, to improve student learning in the classroom.

Position Title	Principal, Research and Evaluation
Business Unit	Research and Evaluation
Leader Title	Director, Initial Teacher Education, Research and Evaluation
Employment Status	Full time
Date	5 April 2024

About this role

The Principal, Research and Evaluation leads the Research and Evaluation Team within the Teaching and School Leadership Group, supporting the Director, Initial Teacher Education, Research and Evaluation to deliver AITSL's research and evaluation measurement program across the organisation.

A confident and positive leader, used to exercising a considerable degree of independence, the incumbent will apply their extensive knowledge and skills in research methodology, data analysis, evaluation methodology, and knowledge translation to deliver research, evaluation, data and evidence-based projects by the Research and Evaluation team and to identify and assign, resources to provide methodological and strategic support to projects across the organisation.

The Research and Evaluation team at AITSL is responsible for progressing a significant work program to ensure that AITSL's reform agenda and associated projects are developed and delivered in conjunction with a strong evidence base.

What you'll be doing

Role and responsibilities

- Provide leadership and advice to staff on research and evaluation/impact measurement, data collection and research, evidence-based practice, and assessment methodologies.
- Facilitate and maintain internal and external relationships with project teams, stakeholders, steering groups etc., demonstrating an understanding of the collaborative environment in which the organisation works and working to ensure co- construction of evidence solutions across the organisation.
- Oversee and deliver the projects of the research and evaluation team including the delivery of the ITE Annual Reporting, Spotlights, the AITSL impact measurement strategy, the biennial AITSL stakeholder survey, and other projects relating to evidence and evaluation in AITSL.
- Lead the organisation and the Research and Evaluation team in the translation of evidence into publications/ data visualisation approaches and other collateral that are outwardly focused, stakeholder relevant and engaging.

- Develop communications and engagement strategies and products to enhance AITSL's role in the collation and presentation of up to the minute evidence for practice and policy.
- Identify, source, assess and interpret data for sound evidence-based policy and practice implications and to support AITSL's positioning as providing educators access to sound and reliable evidence in education.
- Advise and build capacity in and across teams in research and evidence collection and the use of data and evidence to support the development of tools and resources, advise and support the application of rigorous research design, and both univariate and multivariate statistical analysis of data and data management.
- Provide advice and direction for evaluation projects and the AITSL impact measurement strategy including program logic, theory of change, evidence collection and design of outcomes frameworks, data collection, analysis, and presentation.
- Coordinate the Research and Evaluation web pages and presence.
- Support the team to develop and prepare complex briefings, correspondence, reports, memos, recommendations, AITSL Board and Committee meeting papers, publications, web content, speeches and presentations for meetings, conferences and seminars, as required.
- Exercise sound budget management by operating within allocated operating and resources budget, monitoring and reporting on budget and by incorporating rigorous implementation plans into the budget to show there is value for money in procurement of goods and services.

What we are looking for

- Relevant tertiary qualifications including expertise in research, statistical analysis, and evaluation methodologies.
- Excellent analytical skills to analyse and synthesise information for clear, well-written communications.
- Expertise in assessment methodologies, or psychometric expertise to learn assessment methodology.
- Skill in communicating and collaborating with cross organisational and external stakeholders to design quality outcomes for evidence-based practice, tools, resources, and outputs across AITSL.
- Demonstrated ability to manage multiple projects and deadlines achieve best outcomes for evidence, research, and outcomes measures across the organisation.
- Demonstrated ability to manage teams to deliver complex projects and ability to lead a small team within a collaborative environment.
- Demonstrated experience in project and budget management and in managing projects to ensure resourcing and capability within the team to deliver high quality projects.
- Knowledge and/or experience in education is desirable but not mandatory.

About AITSL

AITSL is a Commonwealth company and not-for-profit based in Melbourne. We are funded by the Australian Government. The Australian Government is the sole member of the company, represented by the Minister for Education

As a national body, AITSL was established to promote excellence in the profession of teaching and school leadership. We work with the education community to improve student learning in 3 main areas of focus:

- **Initial teacher education:** We provide support, resources and tools to help ensure that every pre-service teacher is classroom ready upon graduation.
- **Quality teaching:** We help teachers be the best they can be, and provide tools and resources to maximise their impact on student learning.
- **Leadership:** We help school leaders become highly-effective by giving them the tools, resources, policies and practices needed to succeed in their important role.

We are governed by a constitution and an independent Board of Directors who bring diverse professional experiences and expertise in educational practice, and research to the work of the company. Visit: www.aitsl.edu.au for more information about AITSL.



Up for the challenge



Embrace change



Working together



Being respectful

AITSL is an equal opportunity employer and is committed to building a culturally diverse organisation. We strongly welcome and encourage interest from Aboriginal and Torres Strait Islander peoples and people from culturally diverse backgrounds. We also strongly welcome and encourage people with disabilities to apply for roles with AITSL.