

Role description

Senior Researcher

Reports to	Senior Manager, Research
Location	Work from home (Australia-wide)
Type of employment	Fixed term, with the possibility of extension
Full time/Part time	Full time or part time (flexible)
Salary range	\$103,000–\$123,000 p.a. plus 9.5% superannuation

About AERO

The Australian Education Research Organisation (AERO) is Australia's national education evidence body. AERO is working towards excellent and equitable outcomes for all children and young people by generating and making high-quality evidence accessible, and enhancing the use of evidence in Australian education.

AERO is a not-for-profit company owned by education ministers and operating under the governance of an independent Board.

Primary purpose of the role

The role contributes to high-quality education research in early childhood and schooling that aims to deliver high-impact findings that can be easily accessed, understood and implemented by education practitioners and policymakers.

Accountabilities

- Contribute to and/or lead the scoping, planning and designing of education research projects aligned to AERO's annual research agenda.
- Undertake data collection and analysis independently on multiple education research projects using rigorous qualitative and/or quantitative methods.
- Develop research products that support education practitioners working in schools and early childhood services to use more evidence-based practices.
- Plan for and engage in dissemination activities that maximise the impact of AERO research products on the Australian education community.
- Collaborate with external stakeholders to ensure research projects and products are high quality and high impact.
- Contribute strategic advice based on experience and expertise to the planning of AERO's annual research agenda and work plan.

Key challenges

- Managing workload and expectations, given competing organisational priorities which are often changing and unpredictable
- Providing accurate and balanced research advice and recommendations on a range of complex issues, given AERO's vision, values and strategic direction

Key relationships

Manager

- Attend and actively participate in regular meetings to plan and prioritise work, discuss issues related to tasks or service provision and progress against agreed outcomes.

Team

- Develop and maintain effective working relationships and open channels of communication.
- Consult and discuss day-to-day activities and team tasks.

Managers and staff of AERO

- Respond to requests for information or assistance.
- Develop and maintain effective working relationships and open channels of communication.
- Collaborate on projects with staff in other teams.
- Contribute to whole-of-AERO activities and keep informed of developments in other parts of the organisation.

Behaviours

Ambition: Shows desire and determination for contributing to achieving the organisation's goals and engaging in continuous learning and organisational improvement.

Collaboration: Works with others internally and externally to jointly solve issues and problems and help achieve organisational goals.

Integrity: Complies with legislation, policies, guidelines and codes of conduct and behaves in an honest and ethical way.

Rigour: Applies relentless attention and care to ensure work is of the highest standard.

Diversity: Is respectful of difference of background, opinion and experience and contributes their own in order to contribute to achieving excellence in meeting the organisation's goals.

Inclusivity & accessibility: Contributes to ensuring diverse perspectives and talents are embedded in the work of the organisation. Provides useful and succinct information, in formats that are easy to access and use.

Openness & transparency: Builds trust in key relationships by being honest, sharing expertise and supporting new ideas. Welcomes scrutiny of work to ensure the organisation meets external requirements.

Essential requirements

- Postgraduate research qualifications in education, social sciences, data science or another relevant discipline
- Experience in designing and undertaking evaluations, with expertise in quantitative and/or qualitative research methods
 - For those with expertise in quantitative methods, experience analysing large, complex administrative or survey data sets is essential
 - For those with expertise in qualitative methods, experience undertaking systematic literature reviews and/or systematic coding and analysis of interview or ethnographic data is essential
- Proven experience working in research teams to deliver complex, high-quality products under tight timelines and competing priorities
- Excellent oral and written communication skills, with an ability to translate technical and complex information concisely for diverse audiences
- Deep knowledge of the Australian education sector, including key stakeholders, policies and frameworks

Preferable

- Experience as an educator or teacher in schools or early childhood education and care settings or strong knowledge of these contexts