

Position Description

Impact Manager



1. The Public Interest Advocacy Centre

The Public Interest Advocacy Centre is a leading social justice law and policy centre. We build a fairer, stronger society by helping to change laws, policies and practices that cause injustice and inequality.

Our work combines

- legal advice and representation, specialising in test cases and strategic casework;
- research, analysis and policy development; and
- advocacy for systems change and public interest outcomes.

We actively seek to collaborate and partner in our work to maximise its impact. Our priorities include reducing homelessness; First Nations justice; climate change and social justice; equality and non-discrimination; asylum seeker health rights; and the fair use of police powers.

2. Position overview

PIAC uses impact and outcomes frameworks to help plan, review and report on our work. The Impact Manager is a new position that will report directly to the CEO and play a vital role in leading and developing PIAC's impact-driven culture. The Impact Manager will:

- Work across PIAC to develop and refine impact/outcomes measurement frameworks and tools to monitor and evaluate project performance.
- Support new project design across PIAC to ensure a focus on impact and alignment with PIAC's purpose and strategic goals.
- Manage evidence/data collection and processes for review and evaluation of PIAC's work.

3. Major accountabilities

1. Work with teams across PIAC to review, evaluate and develop existing projects, theories of change and impact/outcomes measurement frameworks.
2. Oversee evidence/data collection, monitoring and review of PIAC's projects, with a consistent view to delivering and enhancing impact.
3. Support teams to design and develop new projects that promote PIAC's purpose and can deliver impact.
4. Where required, engage consultant technical support for effective impact measurement and monitoring frameworks, review and reporting.

5. Contribute to PIAC's reporting and public communications to help demonstrate how we achieve outcomes/impact.
6. Contribute to the effectiveness of PIAC's operations overall as part of its senior team.
7. Represent PIAC externally at meetings and conferences.
8. Support the successful implementation of PIAC's Reconciliation Action Plan
9. Other duties as reasonably required.

4. Knowledge, skills and experience

- Demonstrated ability to think strategically, including experience working with theories of change and/or program logic methodology and impact measurement frameworks.
- Experience with project planning, monitoring and evaluation.
- Experience in evidence-gathering and data collection systems and processes.
- Strong interpersonal skills, including a demonstrated ability to work in a cooperative and effective manner with colleagues.
- Excellent writing skills, with a demonstrated ability to write clearly and simply to communicate impact.
- Knowledge of the not-for-profit sector and the challenges faced by organisations undertaking systemic advocacy.

Desirable

- Experience in the legal assistance sector.

5. Conditions

This position is offered initially on a two year contract, full-time with part-time hours negotiable with the successful candidate.

Remuneration will be negotiated with the successful candidate, to reflect their experience.

PIAC is a Public Benevolent Institution and is currently able to offer salary packaging subject to PIAC's Salary Sacrifice Policy.