

POSITION DESCRIPTION



TITLE:	Insights & Impact Measurement Manager	STATUS:	0.8FTE
LOCATION:	Bendigo or remote	REPORTS TO:	Head of Partnerships
DIRECT REPORTS:	Nil	LEVEL:	SCHADS Award Level 6, Pay Point 1

ABOUT FRRR

FRRR is a national charitable foundation focussed on increasing equity of opportunity in remote, rural and regional Australia. It adopts a partnership and leverage model of philanthropy which harnesses the collective resources of philanthropy, business, and governments to support rural communities to be vibrant, adaptive, and sustainable. Established in 2000, FRRR has distributed more than \$177m to over 14,000 projects across Australia to date.

Our strategy is focussed on improving outcomes in the areas of **PEOPLE, PLACE, DISASTER RESILIENCE, and CLIMATE SOLUTIONS**. FRRR believes that targeted philanthropic investment and collaboration in these areas will build more vibrant, sustainable, and adaptive remote, rural and regional communities - and a more equitable and prosperous Australia as a whole.

FRRR's principles of engagement are guided by an understanding that rural, regional, and remote (RRR) communities are in a constant cycle of development and adjustment. As such we support community-led approaches that enable them to:

- **Seed & Strengthen** by enabling RRR communities to support and resource core social and physical infrastructure;
- **Adapt & Evolve** by building adaptive capacity across communities and enhancing their ability to cope and adjust to disruption; and/or
- **Innovate & Renew** by supporting communities to test, scale and embed game-changing initiatives.

To achieve this, we:

- **Grant & Develop** to provide remote, rural and regional communities with access to grants and capacity building resources and support to address inequity and create opportunities;
- **Leverage & Broker** to harness FRRR's tax status, knowledge, and networks to support innovation, self-generation, and unlock more giving to address remote, rural and regional community needs; and
- **Connect Insights & Learning** for policymakers, communities, and funders to connect them with ideas, knowledge and lived experience to influence more targeted and relevant support for rural, regional, and remote communities

Our core values centre around collaboration and constant improvement. We have created a dynamic, flexible, and supportive work environment. FRRR is an Equal Opportunity employer.

We Find Ways Forward

A supporter and positive contributor to those we deal with.

Real World Problem-Solving

Considered, hardworking people that come together to make things happen.

Finding Common Ground

A grounded, connected start point for all we do.

Live the Experience

The best way to lead is through listening, learning and knowing the facts.

FRRR is committed to protecting the health, safety and wellbeing of all employees. To achieve this FRRR strives to ensure that employees are not required or permitted to undertake work for which they are not suited and we take appropriate measures to allow work to be done in a manner that will not put any person at risk to their health and safety. As such, new incumbents to this role will be required to complete a Pre-existing Injury Declaration relating to the job requirements.

ROLE PURPOSE AND RESPONSIBILITIES

This pivotal role has carriage of the organisation-wide adoption and implementation of FRRR's Monitoring, Evaluation, and Learning (MEL) framework to enable measurement of grant outcomes and impacts. It also leads and coordinates FRRR's Insights program inclusive of evidence-driven policy submissions, briefing material for the Executive team, thematic insight reports and studies, donor-facing reports and submissions, and thought leadership webinars and forums.

As a central role in the organisation, the remit also includes providing internal guidance on program-level evaluations, working closely with the grants and information management teams to ensure that FRRR's data collection and management is fit for

purpose and aligned to our principles, values, and strategy, and liaising closely with the (external) Communications Adviser on telling impact stories.

Specifically, the Insights & Impact Measurement Manager:

- Develops and delivers an annual insights agenda and program of outputs linked to FRRR's Theory of Change (ToC) and strategy
- Implements and leads the adoption of the MEL framework across the organisation
- Coordinates data analysis tools and processes for management, board, and donor reporting & proposals
- Proactively responds to policy inquiries to ensure that hyperlocal RRR experiences are included in policy design
- Supports the CEO with government engagement
- Contributes to FRRR's engagement and represent at relevant sector forums across philanthropy, regional development, and areas relevant to FRRR's strategy
- Contributes to the ongoing implementation and monitoring of FRRR's strategic plan
- Will streamline the process for effectively capturing, storing and sharing stories, impacts and media from FRRR's grantee community.

THE TEAM YOU ARE JOINING

The FRRR team is collaborative, collegiate, and passionate about our mission. We are a grounded and can-do bunch who live our values and take enormous pride and care in our relationships with remote, rural, and regional communities.

This role reports to the Head of Partnerships and works closely with the CEO and Leadership team to support delivery of the strategic and operating plans. The role also works closely with FRRR's Communications Consultant to provide data and insights for publications including the Annual Review and presentations.

Importantly, this role works across the FRRR team, supporting consistency and continuous learning. This includes the Information Officer, Program Managers, the Philanthropic Services team, and Grant Officers.

WHAT YOU WILL BRING

This is a challenging, unique hands-on role that calls for a blend of technical MEL and data analysis skills, and the ability to translate quantitative and qualitative data into compelling and informative narratives that advance insight and knowledge of issues being experienced by remote, rural, and regional communities. Comfortable working in a fast-paced and dynamic environment, you are a natural collaborator and systems-thinker, who can tailor insights and analysis to a wide range of audiences and purposes, in a range of formats and forums.

Essential (Key Selection Criteria):

- Demonstrated experience implementing MEL frameworks preferably for grant and capacity building programs
- Outstanding project management skills and capacity for delivering a multi-faceted program of work
- Strong analytical experience working with quantitative and qualitative data and tools
- Exceptional written and verbal communication skills with demonstrated excellence in producing engaging reports and translating data into impactful stories
- Knowledge of the policy-making environment and processes, particularly at the Federal level
- The ability to constructively influence people at all levels and build strong relationships
- A solutions and action-focussed mindset and ability to collaboratively solve problems

Desirable:

- Extensive understanding of socio-economic and environmental issues and opportunities facing rural and remote Australian communities
- Experience working with researchers and external evaluators and with macro measurement indicators such as SDG's, Closing the Gap, and ABS data
- Knowledge and experience of data platforms such as Power Bi and Blackbaud and grant taxonomy systems such as Classie
- Experience in a philanthropic foundation or in managing and evaluating philanthropically funded programs
- Applied systems-thinking experience

Qualifications and Experience:

- A Bachelor or above in social sciences, social impact measurement, and/or philanthropy
- Minimum 3-5 years' experience working in a NFP, Government, or Corporate setting.

POSITION DESCRIPTION

WHAT'S IN IT FOR YOU

- Environment of growth and innovation
- Highly skilled and committed executive group and team
- Reputable organisation making real impact in remote, rural, and regional communities
- High calibre Board
- Access to EAP
- Flexible work arrangements
- Ongoing professional growth