

## Position Description

<b>POSITION TITLE:</b>	<b>Lead Data Scientist</b>
<b>DEPARTMENT:</b>	Kaiela Institute
<b>RESPONSIBLE TO:</b>	Dr Tui Crumpen
<b>LOCATION:</b>	Shepparton
<b>EMPLOYMENT TYPE:</b>	Part-Time (Flexible arrangements available)
<b>REMUNERATION:</b>	Attractive salary package + up to 15% salary packaging benefits

### Position outline

The position is responsible for providing strategic analytical leadership to support implementation, monitoring and continuous improvement of the **Goulburn Murray Regional Prosperity and Productivity Plan (GMRPPP or ‘the Plan’)**.

The role will perform and achieve complex to very complex data generation, modelling and analytical work under broad direction from executive leadership, ensuring reform initiatives are evidence-based, measurable and accountable.

The position will operate as a subject matter expert, exercising independence, sound judgement and decision-making to provide high-level technical advice that informs strategic, political and operational outcomes for the Kaiela Institute.

### Duties and responsibilities

This position is responsible for the following:

- Designing and implementing monitoring, evaluation and learning frameworks aligned with GMRPPP priorities.
- Developing economic, social and impact modelling, including forecasting, scenario analysis, cost-benefit and social return on investment (SROI) analysis.
- Translating complex datasets into clear and actionable insights for executive and community audiences.
- Establishing and maintaining data governance processes aligned with transparency, accountability and integrity principles.
- Ensuring analytical methodologies align with First Nations data sovereignty principles and relevant legislative frameworks.
- Engaging in complex problem solving and contributing to sensitive projects impacting strategic and operational outcomes.
- Collaborating with First Nations leaders, Plan Champions and cross-sector stakeholders to co-design culturally informed data approaches.
- Developing dashboards, performance reports and executive briefs to support regional governance structures.
- Identifying and mitigating analytical, reputational and strategic risks.
- Supporting team capability development, mentoring staff where required and contributing to continuous improvement initiatives.

### Key skills and personal attributes required

Ability to:

- Apply advanced analytical, statistical and data science methodologies to complex reform challenges.
- Exercise sound judgement and provide high-quality strategic advice.



- Communicate complex information clearly to audiences with varying levels of technical expertise.
- Manage competing priorities within a dynamic reform environment.
- Build collaborative and respectful relationships with First Nations communities and stakeholders.
- Demonstrate cultural competence, humility and respect for Yorta Yorta and First Nations protocols.
- Contribute positively within a multidisciplinary and high-performing team.

## Knowledge required

Knowledge and understanding of:

- Data science, economic modelling, policy analytics and/or geospatial analysis fundamentals.
- Monitoring and evaluation frameworks and impact measurement methodologies.
- Legislative compliance, data governance and ethical data practices.
- First Nations data sovereignty principles and culturally informed research approaches.
- Regional development or community-led reform environments (desirable).

## Qualifications or Experience required

### *Essential*

- Postgraduate qualification in Data Science, Economics, Statistics, epidemiology or related discipline.
- Demonstrated experience delivering complex analytical projects.
- Proven ability to influence stakeholders through evidence and insight.
- Experience working in policy, reform or community-led environments.

### *Highly Desirable*

- Experience working with First Nations communities.
- Knowledge of regional economic development frameworks.
- Experience in financial modelling or social return on investment (SROI) analysis.

## Selection Process

Shortlisted applicants may be required to:

- Complete a written analytical task.
- Deliver a 30-minute presentation to the selection panel.
- Participate in a behavioural interview aligned to merit-based assessment principles.

## How to Apply

- Applicants are requested to submit:
- A cover letter (maximum 2 pages) outlining suitability.
- Curriculum Vitae.
- Contact details for two referees.
- Email to [administration@kaielainstitute.org.au](mailto:administration@kaielainstitute.org.au)

## Working conditions

- A full and current driver's license valid for driving in Victoria is essential
- Must possess a current Working with Children Check.