



PREPARING YOUR JOB APPLICATION

- To prepare your application please complete the following;
 - Review the mission and ministry distinctives outlined on page 2
 - Review the position description outlined on page 3 - 4
 - Develop a 1 – 2 page cover letter outlining;
 - Why you are interested in the role.
 - How you would fit with Compassion's organisational identity and culture and
 - How your skills and experience suit the role.
 - Develop a concise resume outlining your qualifications and employment history.
 - Respond to the screening questions the online application form

CONTACT US

- If you have any questions regarding the role, please email peopleandculture@compassion.com.au

ESSENTIAL INFORMATION ABOUT COMPASSION

MISSION

Compassion exists to release children from poverty in Jesus' name.

DISTINCTIVES

Christ-centred: We are dedicated to caring for the poor in response to God's call and giving hope to the hopeless by spreading the Gospel of Jesus Christ in an age-appropriate, culturally relevant and non-coercive way.

Child-focused: Children are the hardest hit by poverty, the least able to change their circumstances, and at the heart of Jesus' ministry. We address the holistic needs of the individual child so that they can become responsible and fulfilled Christian adults and change agents in their communities.

Church-based: We partner with local churches to implement our holistic child development model because they are uniquely placed to understand the real needs of their community and foster an environment of stability.

STATEMENT OF FAITH

1. **WE BELIEVE** the Bible is the inspired, the only infallible, authoritative Word of God.
2. **WE BELIEVE** there is one God, eternally existent in three persons: Father, Son and Holy Spirit.
3. **WE BELIEVE** in the deity of our Lord Jesus Christ, in His Virgin birth, in His sinless life, in His miracles, in His shed blood for the remission of sins, in resurrection, in His ascension to the right hand of the Father and in His personal return in power and glory.
4. **WE BELIEVE** salvation is found only through Jesus Christ and requires individuals to acknowledge their sin, accept His forgiveness and repent.
5. **WE BELIEVE** that for the salvation of lost and sinful man, regeneration by the Holy Spirit is absolutely essential.
6. **WE BELIEVE** in the present ministry of the Holy Spirit, by whose indwelling the Christian is enabled to live a godly life.
7. **WE BELIEVE** in the resurrection of both the saved and the lost; they that are saved unto the resurrection of life and they that are lost unto eternal separation from God.
8. **WE BELIEVE** in the spiritual unity of believers in the Lord Jesus Christ.
9. **WE BELIEVE** Jesus established the Church to carry out ministry on earth.

Section Team: Brand Experience
Team: Neighbour Insight

Reports to: Neighbour Insight Lead

Primary Purpose

The Neighbour Insights team within Compassion Australia exists to:

- Understand new and existing supporters,
- Collate evidence on the impact of programs and projects, &
- Communicate these findings in a way that matter to our neighbour groups so they feel known, loved, and connected

The Researcher Specialist is responsible for undertaking research, disseminating insights in an accessible way to the Compassion Australia team, and working with the NI team to translate insights into operational frameworks for neighbour-centric service delivery.

Key Accountabilities

List the key activities (maximum of 8-10 dot points) the role must perform to achieve the primary purpose.

Gathering insights

- Undertake research projects in line with our strategic objectives as guided by the organisational strategy. This includes:
 - Analysis of existing organisational and external data, drawing insights on our neighbour groups (i.e. individual supporters, major givers, church partners) for internal stakeholders.
 - New primary research using quantitative and qualitative research methodologies to better understand these neighbour groups and build on previous knowledge.
 - Development of questions for surveys, interviews and workshops, including survey programming
 - Participating in or undertaking surveys, interviews, focus groups and workshops
 - Monitoring data collection in field
 - Analysis and reporting of quantitative and qualitative data
 - Translating insights into internal insights to be used across the organisation

Application and dissemination of findings

- Translate insights into supporter journeys across our neighbour groups (i.e. segments of individual supporters, major givers, church partners, etc.)
- Distil and communicate insights so they can be easily accessed and actioned across the organisation (i.e. dashboards, infographics, videos, and presentations)
- Develop and maintain relationships with internal stakeholders in the coordination and implementation of various research activities

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Job Family: Marcomms	Band: 4	

Selection Criteria (Job Specific Skills, Knowledge & Qualifications, Experience)

- Tertiary qualifications in marketing, business, market research, or similar
- Qualitative and quantitative data analysis skills (experience with analysis software is preferred)
- Reporting of quantitative and qualitative data in a strategic and distilled way
- Experience in data management and analysis
- Desktop research skills, including data sets and industry reports preferable
- An ability to think independently, including problem solving skills
- Exemplary written and verbal communication skills
- Proven ability to influence cross-functional teams without formal authority
- **Essential skills:** Empathy and listening skills, collaboration and project management, flexibility and agility, data management and analytics