

## ROLE PURPOSE: Research Advisor – Ethiopia



### Our Vision

We see a world in which no person is needlessly blind or vision impaired.



### Our Purpose

We are determined to deliver Fred Hollows' vision of preventing blindness and restoring sight.

We work around the world so that no one is left behind, and in Australia we work tirelessly to ensure that Aboriginal and Torres Strait Islander people can always exercise their right to sight and good health.

Our priority is to work with communities to improve their own eye health. We do this through life-changing surgeries and treatments, training doctors and health workers, generating new ideas, and pushing for change at all levels – from local to global.

**At The Fred Hollows Foundation we offer a career where your talent and energy will help many see tomorrow.**

### How we value your contribution:

#### Remuneration package

We aim to provide an overall remuneration package that is attractive and fair. Our global remuneration framework ensures we align to local pay, employment conditions and laws, and we benchmark against the local market to ensure we offer competitive employment conditions that are appropriate to our sector.

#### 13<sup>th</sup> month payment

As a permanent employee, you will receive a payment equivalent to one month's salary each year (pro-rata for those working part of the year).

#### Leave

You will have access to annual leave each year (pro-rated for part-time employees) in line with local regulations. You will also have access to other leave such as personal (sick or carers') leave, maternity leave, paternity leave and compassionate leave.

#### Performance & development

Our performance and development framework enables you to work closely with your manager to plan, manage, and review your performance throughout the year. This approach also enables you to discuss development opportunities and areas for growth.

#### Learning & development

Our approach to learning and development will enable you to have the information, skills and knowledge needed to do your job. We build the capacity of our people and support you with on-the-job experience, coaching and formal learning.

#### Leadership

Leadership is a key priority for us. We have customized leadership programs for leaders at all levels that are focused on supporting our people to be inspired, empowered and to make an impact in their work so that together we can achieve our vision.

#### Study support

We are proud that so many of our people are tertiary educated and we are committed to supporting tertiary education that is relevant to your work through our global study assistance program. Relevant applications for study support are considered annually, providing financial assistance and study days.

#### Recognition

Our recognition program has been designed to recognize and acknowledge our people who live our values of Integrity, Collaboration, Empowerment and Action, in everyday activities. We recognize our people in three ways: Peer-to-peer, manager recognition, as well as length of service.

#### Flexible work arrangement

You will have access to flexible work arrangements. We encourage a spirit of mutual flexibility, enabling discussions between you and your manager about maintaining work-life balance.

#### Equal Opportunity, Anti-Discrimination and Reasonable Accommodation for Persons with a Disability

We provide equal opportunity in employment to people without discrimination based on personal characteristics, which includes: age, breastfeeding, disability, employment activity, gender identity, marital status, physical features, pregnancy, race etc. Reasonable accommodation can be made to allow persons with disabilities to work safely and productively.

#### Health & safety

We are committed to supporting your health, safety and wellbeing. If required, you and your family will have access to free external, professional and confidential counselling assistance if you need help with personal, family or employment related matters.

### To work in the Foundation you will:

- Be eligible to work in Australia and other regions where you will be based
- Undergo background check including criminal records and qualifications check
- Undergo working with children check for positions which are identified as working with children.



Role purpose defines the broad accountabilities of the positions, which may change based on organisational need.

Please refer to divisional, team and individual work plans for more specific details

# ROLE PURPOSE

**Role Title:** Research Advisor - Ethiopia

**Division:**  
Programs

**Location:** Ethiopia

**Date:** Sep 2021

**Employment type:** Full time,  
Permanent (part time & job share will  
be considered along with flexible work  
arrangements)

**Reports  
to:**  
Senior  
Research  
Advisor

**Number of direct reports:** 0

**Leadership Band:**  
Leads self

## Purpose of the role:

The **Research Advisor** is accountable for delivery of high-quality research technical support to teams across (and beyond) the Programs Division, and for leading the design of funding submissions for single and/or multi-country research projects aligned to The Foundation's strategic framework.

The **Research Advisor** is responsible for delivery of the following key outcomes:

1. **Proactively offer support and respond to requests for research technical support from global program managers.** The type and level of support will be negotiated on a case by case basis, and may include assistance with research design, project planning, project establishment and staffing, project implementation, data analysis, research reporting and knowledge translation.
2. **Research grant development to secure funds for research projects.** These may be projects initiated by the Research Advisor or this may involve provision of support to program managers wishing to secure funding for research projects they have initiated. It is expected that the Research Advisor will support development of >4 research grant proposals each year.
3. Where appropriate, **act as chief or co-investigator** on studies and provide ongoing project management and technical support for a portfolio of research studies as required.
4. **Engage in partner and donor engagement activities** to contribute to strengthening the profile of The Foundation's research and attracting and retaining high quality research partners and donors.
5. Other tasks as requested by your manager

## Our Capabilities:



**Look out  
Look within  
Look Beyond**

## As a member of The Foundation Family you will:

1. Live by the values of The Foundation and support The Foundation's culture, performance and brand.
2. Adhere to all The Foundation's policies and procedures.
3. Strengthen the health, safety and well-being of all/look out for the well-being.
4. Lead, collaborate and contribute in all interactions.

## Essential Experience:

- Strong experience in international development or public health
- Strong experience in identifying strategic research opportunities
- Strong experience acting as chief investigator, co-investigator, or project manager on research projects - including experience designing research studies, developing research protocols and data collection tools, and undertaking and/or coordinating research in low resource settings.
- Strong experience developing grant proposals and securing grant funding for research studies
- Demonstrated high level understanding of a broad range of development, humanitarian and poverty issues
- Strong experience working in diverse teams

## Skills:

- Research design, project planning, budget development, and project management skills
- Grant development skills
- Networking and relationship management skills
- Ability to adapt and work flexibly within a team environment
- Ability to work with non-research staff to understand and respond to their support needs

## Desirable Experience:

- Experience in international development & NFP sector.
- Experience building research capacity of others
- Experience of building and growing relevant external networks

## Qualifications:

Postgraduate Degree in Public Health, International Development, or related field

## The position involves:

This position is recognised as having indirect "Contact with Children"  
This position does not involve "Working with Children" either direct or indirect.

## Travel:

## Additional Responsibility:

Travel domestically and internationally as required

Ensure that the work for which they are responsible is carried out in ways, which safeguard the health and safety of workers.