



Senior Community Development Evaluation Officer #1032-S

Do you want to work in one of Australia's leading organisations providing treatment and rehabilitation to torture and trauma survivors; that's quality focused, diverse & committed to making a difference in the lives of vulnerable people in communities.

Come & join us!

THE ORGANISATION

STARTTS is a not-for-profit Affiliated Health Organisation focused on providing a broad range of services to refugees in NSW. The focus of STARTTS approach is on building capacity and empowering people and communities to take control over their own lives, using a strengths-based approach and building on individual, family, community and cultural strengths.

THE ROLE

The Senior Community Development Evaluation Officer is responsible for enhancing STARTTS capacity to conduct self-evaluation of a variety of programs. The position will be placed in the Community Services Team and will also include collaboration with the Clinical Services – Research Team. The position will manage Community Development Evaluation Officers and relevant students and volunteers. The position will work on evaluating a number of projects funded through external funding sources and will be required to use STARTTS Social Capital evaluation methodology and enhance STARTTS capacity across all areas of community development to use and measure impact of community development interventions on selected and agreed upon Social Capital indicators.

PERKS & BENEFITS

- Employment with attractive leave entitlements including 14 weeks paid parental leave, 4 weeks' annual leave and paid Accrued Day Off (ADO) (full-time employees only) and other entitlements.
- Salary packaging options that reduce your taxable income and increase your take-home pay.
- Great education opportunities through our Training department.
- Access to our Employee Assistance Program (EAP) for staff and family members.
- Discounted gym memberships with a Fitness Passport.
- Flexible hybrid work.

Position No.: 1032-S

Closing date: Friday, 27 June 2025

Enquiries: Jasmina Bajraktarevic-Hayward, Community Service Coordinator- (02) 9646 6700

Work Type: Full time 38 hours per week. Contract up to 30 June 2026 (continuation subject to ongoing funding)

Location: Auburn

Salary: Health Manager Level 2. A generous salary packaging scheme is also offered

Vaccination Requirement: Category A

ESSENTIAL REQUIREMENTS

1. Relevant post-graduate qualifications in health, social or behavioural science.
2. Demonstrated knowledge of a variety of evaluation methodologies (qualitative and quantitative) and highly developed analytical skills.
3. Demonstrated strong data collection skills.
4. Demonstrated experience and proven ability to conceptualise, manage and carry out project evaluation.
5. Demonstrated knowledge of community development principles and understanding of the importance of Social Capital concepts to the community development process.
6. Demonstrated understanding of the effects of torture and trauma on individuals, families, and communities and its impact on resettlement in Australian context.
7. Excellent oral, written and interpersonal communication skills and proficiency in the use of Microsoft Office; particularly academic writing skills and ability to work independently and as part of a multidisciplinary team within a multicultural environment.
8. Demonstrated ability to effectively lead and manage a small team, including providing training and mentoring.

DESIRABLE REQUIREMENTS

1. Demonstrated experience in working with people from a refugee background.
2. Relevant published academic journal articles.

*This position is considered child-related employment and will require a Working with Children Background Check and a National Police Check.

VACCINATION REQUIREMENTS

****This role is a Category A role.** It is mandatory for **Category A** workers to meet and maintain the vaccination criteria (as per the current NSW Health and STARTTS policies).

Vaccination and/or assessment is required for **Category A** workers for the following transmissible diseases – measles, mumps, rubella, hepatitis B, varicella (chickenpox), diphtheria, tetanus, pertussis (whooping cough), influenza and tuberculosis.

COVID19 vaccination is strongly recommended, but not a requirement for employment.

If successful you must provide evidence of vaccination and/or assessment.

Should you not be able to comply with vaccination requirements before your commencement date, the offer of employment may be withdrawn.

If you have a medical reason for why you cannot be vaccinated, a medical contraindication evidence will be required.



HOW TO APPLY

To be considered for this position, please ensure you address the selection criteria as thoroughly as possible.

1. Complete a <https://www.startts.org.au/jobs/employment-application-form/>
2. Write a **Statement Against the above Essential Requirements** outlining how you meet the selection criteria (see the guide "[How to apply for a job at STARTTS](#)")
3. Submit an up-to-date **Curriculum Vitae (CV)**
4. Provide copies of relevant Qualifications if applicable (overseas qualification must be assessed by an appropriate Australian body to be considered)
5. Statements of Service from previous relevant roles (if applicable, please ask us for a sample)
6. A cover letter is optional.
7. Email your application and supporting documents to: STTS-Jobs@health.nsw.gov.au

NB: Depending on the role, if appointed, you may need a current 'NSW Working With Children Check' clearance, follow this link for information on how to apply for your check: <https://ocg.nsw.gov.au/working-children-check/applicant>