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Recruiting, retaining and developing skilled research and evaluation staff

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The capacity of organisations to undertake quality evaluations relies heavily on the recruitment and retention of skilled evaluators, or conversely, being able to recruit, train and retain people who can develop these skills. Finding the right people seems to be increasingly difficult and many colleagues report being unable to fill vacancies. This session will discuss the following:

- Why is it difficult to find skilled research and evaluation staff?
- What skills and experience do good evaluators need?
- What should you include in the Job and Person Specification, and what should you leave out?
- Where have your 'best evaluators' come from? Are we looking in the right places?
- What helps (or hinders) in keeping good research and evaluation staff in your organisation?

The session will focus on learning from each other, sharing strategies and perhaps identifying some new ones. In order to allow maximum time for discussion the presenters will set the scene briefly before inviting participants to share the experiences of their own organisation. A record of the discussion will be made and circulated to those present (who indicate their interest) after the conference.