

Position Description: Strategic Impact and Learning Lead 2025

Position Details

- **Location:** Adelaide with flexibility for regional applicants
- **Employment Type:** 0.6-1 FTE
- **Salary:** Salary Package \$120 - \$150,000 commensurate with experience + pro rata (salary package includes base salary, superannuation, and salary sacrificing benefits)

The Organisation

Fay Fuller Foundation is a principles and purpose driven organisation working with the South Australian community. Its strategy is grounded in strong belief that communities are the experts in their own lives and our role in supporting this by creating spaces that enable community to inform and lead the development of approaches that are fit for purpose, contextualised, and recognise existing strengths and assets to support the conditions for better mental health and wellbeing.

Fay Fuller Foundation encompasses a private philanthropic foundation and health promotion charity; Fay Fuller Community Health Foundation (FFCHF) who together distribute resources and work in partnership with community to build inclusive and equitable healthy futures. FFCHF leads the strategy implementation, operations, and partnerships for the group, and is a charitable employer with salary sacrificing options. The Foundation is committed to creating a workplace and culture that is supportive and inclusive, prioritises cultural learning and close connection to community.

The Role

The Strategic Impact and Learning Lead is responsible for designing, implementing, and continuously evolving the Foundation's social impact measurement and learning framework. This framework encompasses all the Foundation's focus areas and partnership practice and is critical to developing insights, learnings, and capturing impact to contribute to pursuing the Foundation's strategic outcomes, decision making and continuous improvement and evolution. This role is critical to embedding the Foundation's work within broader systems and social change, by staying across emerging practice, trends and campaigns, and utilising the Foundation's evidence and learnings to contribute to discourse and share with key sectors and stakeholders for influence. As a key leadership role within the Foundation, this role works closely with the Chief Executive and collaborates and supports all members of the small and dynamic team.

Professional Responsibilities

The role will include, but not be limited to the following professional responsibilities:

Social Impact Measurement:

- Managing the continuous development and implementation of a social impact measurement and learning framework to evaluate the impact of our partnerships, and key initiatives with a focus on our role, practice and needs of community.
- Collaborating with the Foundation's team to integrate social impact measurement into partnerships and program design, data collection and running collective data reflection workshops and insights.
- Lead and manage all stages of the implementation of the SIML Framework including design, data collection, reflective workshops, communications and reports, and managing the SIML Advisory.

Evidence & Insights

- Lead collecting, analysing, and interpreting data to support reflective learning and adaptive practice, building new evidence, and future strategy.
- Support Partners in recognising the strengths of their impact and learnings, and identify collective themes and opportunities for collated stories or resources across partnerships.
- Lead the strategic development of the Foundations foundational narratives, evidence and communications for influence and support of partnership's work and approach.

External Learning and Influence

- Leading the Foundations learning and influence cycle with key sectors aligned to strategic priorities, to ensure our work is informed by and contributing to emerging trends, best practice, and evidence for systems and social change.
- Develop and maintain relationships, networks and knowledge of emerging trends and best practices in impact measurement and evaluation to continuously improve our measurement approaches.

Qualifications/Skills:

This role is suited to someone with extensive practical experience and relevant skills and abilities in impact measurement. We invite you to share your applicable tertiary education, and/or experiences in relevant fields or roles.

This role regularly travels to local and regional partners, and a full driver's licence is desirable.

- Proficiency in implementing and managing impact measurement frameworks and methodologies.
- Strong analytical and critical thinking skills to interpret data, identify trends, and draw meaningful insights.
- Strategic mindset to design and utilize impact and learning measurement to support the Foundation's and partners strategy development, refinement and implementation to support sharing and influencing for change.
- Excellent written and verbal communication skills, with the ability to articulate complex concepts in clear and compelling ways.

- Understanding of broader trends and issues in the social impact sector and their implications for measurement and communication efforts.
- Driven and capable of leading and implementing full project cycles, with a collaborative mindset and person-centred approach

Desirable experience

- Demonstrated understanding or experience working in systems and social change, mental health and wellbeing and/or philanthropy.