



# Position Description

April 2025

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Position Title	Research Lead
Position Type:	Full time or Part Time (0.8FTE) – 12 month fixed-term parental leave contract
Category	Manager / Technical Specialist (B)
Stream	Research & Analysis
Location	Remote / North Melbourne
Guide	Chief Executive Officer
Will this person be a guide	No

## Organisational overview

Animals Australia has earned global reputation as leader in strategic campaigning and advocacy, particularly on the issues of live export, factory farming and compassionate living.

### Vision

A world where kindness, compassion and respect extend to all living beings.

### Pathway

We illuminate the pathway to a kinder world for all.

### Our Approach

Achieving our vision requires a profound shift in humanity's thinking: how humanity perceives itself its purpose, our relationship with each other, animals and the natural world, as well as the individual contribution we can make.

We understand that currently, inherited mindsets are primary influencers of human thinking, attitude and choices that result in separation, discrimination and animal suffering.

As a result, we will seek to:



*Ignite* an evolution of human thought that will heal the human-animal relationship



*Evoke* awe, reverence and respect for nature and our fellow species



*Inspire* and empower humanity to live from our highest potential and noblest instincts



*Live* our values and vision and embody the change we wish to see in the world

# Position purpose and context

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## Stream

The Research & Analysis team supports the organisation in gathering new insights and evidence on animal welfare that is used to proactively pursue effective laws and regulations for animals, inform innovative strategies and educate and inspire individuals to be changemakers. The team provides high quality research and analysis services to the organisation to ensure informed and accurate advocacy.

## Position purpose

The Research Lead will work closely with the CEO and Director of Strategy to provide exceptional research assistance. With a deep understanding of research and analysis, the Research Lead will source science-based research and conduct analyses to inform animal welfare content and progress projects.

## Key stakeholders

- Chief Executive Officer
- Director of Strategy
- Other Stream and Activity Leaders
- External stakeholders

## Primary responsibilities

### Research and prepare submissions:

- Provide desktop research and analysis services to the CEO, the Director of Strategy and to support other colleagues across the organisation as required.
- Provide research assistance to ensure informed and accurate advocacy through the sourcing and writing of science-based briefs, inclusive of contemporary animal-use practices, to inform animal welfare content (including via submissions, media, public and supporter communications).
- Conduct thorough, considered, accurate scientific literature reviews (as needed) and analysis, including progressing projects that explore the correlation between animal and human welfare, various aspects of the human-animal relationship, or other emerging visionary initiatives.
- Provide high-level summaries and briefs of contemporary social science and advocacy/communication methodology to inform effective engagement, campaigning and advocacy strategies.

### Knowledge management

- Proactively scan the research landscape to develop and maintain accessible current internal information digests/knowledge banks for team members to assist the integrity and consistency of communication and campaign materials.
- Be the expert 'go-to person' and first point of contact for team members by determining what information/research/submissions will optimise opportunities for Animals Australia to provide a 'voice' on matters that contribute to achieving our Vision and strategic objectives.
- Provide support and advice to Trustees and Governance Leaders to fulfil their role in representing the organisation at conferences, meetings, working groups and forums.

### Stakeholder management

- Build and maintain ongoing and effective relationships with internal and external stakeholders, including overseeing and guiding Animals Australia-funded external research projects in conjunction with relevant stream and/or activity leaders.

# Role requirements

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## Attributes

### Values

Demonstrated commitment to the vision, objectives, and values of Animals Australia. Our vision to create a kinder, more compassionate, and respectful world for all living beings is bold and ambitious. To achieve this vision, we need to inspire changed thinking about our relationship with animals on a global scale. It takes a learning mindset, courage, and resilience, and a willingness to embrace uncertainty to truly be creative and innovative.

### Technical capabilities

- Relevant tertiary qualifications in biological sciences or similar and/or equivalent knowledge and experience.
- Demonstrated experience in desk-top research, including intermediate computer skills.

### Communication and relationship capabilities

- Demonstrated experience writing literature reviews and/or preparing briefs by synthesising information from reliable and representative sources.
- Demonstrated ability to translate technical information into 'plain language' and to distil concepts clearly and succinctly.
- Well-developed interpersonal and communication skills with the ability to build and maintain relationships with internal and relevant external stakeholders.

### Problem solving capabilities

- Demonstrated problem solving and analytical skills with the ability to think strategically and innovatively.
- Ability to work independently to resolve issues.
- Excellent attention to detail – ensuring data accuracy, validity and integrity.

### Flexible and adaptable

- Proven ability to thrive in a fluid and dynamic environment working both autonomously and collaboratively.
- Pragmatic. Reasonable. Openminded – with a willingness to challenge your own thinking – to get the best outcomes for animals.

### Self-motivated, well organised and efficient

- Self-driven, with the initiative to identify and progress opportunities.
- Proven ability to deliver outcomes with a high degree of autonomy.
- Excellent time management, organisational and planning skills to effectively balance competing priorities – successfully delivering high quality results on time and at short notice.

### Systems and technology

- Relevant tertiary qualifications in biological sciences or similar and/or equivalent knowledge and experience.
- Demonstrated experience in desk-top research, including intermediate computer skills.

### *\*desirable*

- Knowledge and understanding of animal welfare.
- Experience working in a similar environment (e.g. NFP / For purpose, animal protection, advocacy etc.)

## Values Framework

### Values

The way we work is as important as what we do. The Values Framework outlines the personal qualities and behaviours required to work effectively at Animals Australia.

Animals Australia values:



#### ***Integrity***

We are considerate and act honestly and ethically at all times



#### ***Compassion***

Proven ability to deliver outcomes with a high degree of autonomy



#### ***Courage***

We willingly embrace challenges and seek opportunities to expose and address cruelty and injustice



#### ***Innovation***

We explore and create dynamic new approaches and strategies to bring about change



#### ***Inclusivity***

We understand that a kinder future depends on diverse and inclusive collaboration



#### ***Commitment***

We are relentless, dedicated, agile and resourceful

### Other relevant information

Animals Australia supports a work/life balance and encourages flexible work arrangements.

## Agreement and acceptance

Individual name	Text here
Individual signature	
Date	
Guide name	Text here
Guide signature	
Date	

If you have any questions or for further information please get in touch with People & Culture