

Monitoring, Evaluation, Research and Learning Lead

Application Pack



About the Juukan Gorge Legacy Foundation

In May 2023, the Puutu Kunti Kurrama people established the Juukan Gorge Legacy Foundation Ltd (Foundation) following the destruction of two rock shelters at Juukan Gorge, a place of enormous cultural significance to our people.

The destruction at Juukan Gorge should never have happened and such a tragedy should never happen again. Out of that failure to recognise our culture and Country has come something good - the Juukan Gorge Legacy Foundation.

The Foundation has been created to build an enduring legacy for the Puutu Kunti Kurrama, Pinikura and other Aboriginal people.

We are gearing up to deliver positive impact for generations. We will do that by investing in initiatives that care for Country, protect and strengthen culture and heritage and promote economic opportunity.

Vision, purpose and values



How we work

The Foundation is led by Puutu Kunti Kurrama people, guided by our cultural values. Our executive team is based in Perth, with regular travel to the Pilbara.

Advertisement – Monitoring, Evaluation, Research and Learning (MERL) Lead

Opportunity to establish and lead the Foundation's monitoring and evaluation systems

- Help shape Aboriginal futures and create lasting social impact
- Base salary of \$120,000 to \$130,000 plus superannuation
- Based in West Perth with occasional intrastate travel

The Foundation

The Juukan Gorge Legacy Foundation was established in May 2023. The Foundation's purpose is to support the Puutu Kunti Kurrama People (and Pinikura People and other Aboriginal People), by:

- Building the Puutu Kunti Kurrama community to be strong and proud internally and externally;
- Providing programs and services that promote and protect traditional law and custom, language and culture, and maintaining and strengthening traditional connection to Country;
- Providing programs and services that support community health, well-being, and self-determination; and
- Fostering economic development of projects and industries for financial independence.

The Role

Reporting to the Director Programs & Impact, the Monitoring, Evaluation, Research and Learning (MERL) Lead will be responsible for developing and embedding the Foundation's approach to understanding, demonstrating and improving its impact. Your role will be to use evidence and learning to strengthen program design, guide investment decisions and adapt organisational practice.

The Person

If you are committed to supporting the aspirations of Traditional Owners, and bring experience in designing and implementing practical MERL frameworks, we would be interested in hearing from you. The ability to translate complex information into practical insights and meaningful outcomes is essential, as is excellent analytical abilities and written and verbal communication skills.

The Package

This is an opportunity to make a significant contribution to the lives of current and future Foundation beneficiaries and First Nations People. In return, a permanent contract is on offer and a base salary of \$120,000 to \$130,000 plus superannuation. Salary packaging is available and flexible working arrangements are by negotiation. This role is to be based either in the West Perth office or the Pilbara, to be negotiated for the successful candidate.

Applications

To apply please click the Apply Now button or visit www.beilbydt.com.au quoting reference 1254318. Please provide a comprehensive resume together with a covering letter of no more than two pages, outlining your interest in the position and addressing your suitability to the role.

Download an Application Pack by clicking or copying and pasting this link in your browser:
<https://beilbydt.com.au/application-packs>

For initial enquiries, or for any assistance you may need in making your application, please contact Emily Bulloch for a confidential discussion on 0427 582 402 or ebulloch@beilbydt.com.au

Applications will close at 4pm AWST on Wednesday 11 November 2026.

Aboriginal and Torres Strait Islander people are strongly encouraged to apply.

Juukan Gorge Legacy Foundation is currently also recruiting for a Business Development Lead - Job number 1254314.

Position:	Monitoring, Evaluation, Research and Learning Lead
Position type:	Full time or part time (by negotiation)
Reporting to:	Director Programs & Impact
Location:	6 Ord St, West Perth WA 6005
The organisation:	The Juukan Gorge Legacy Foundation is a not-for-profit organisation established and led by the Puutu Kunti Kurrama people. After the destruction at Juukan Gorge, our vision is a future where people and Country thrive. With our partners, we invest in people and Country, promoting social, cultural and economic wellbeing, while protecting heritage, culture, language and the law.
Position summary:	The Monitoring, Evaluation, Research and Learning (MERL) Lead will support the development of the Foundation's approach to understanding, demonstrating and improving its impact. The role will work closely with the Director Programs & Impact to establish and maintain practical monitoring and evaluation systems across the Foundation's programs, investments and initiatives; commission and manage research and evaluation; draw learning from evidence and experience; and ensure that it informs program design, investment decisions and organisational practice.
Key responsibilities:	1. MERL Framework • Develop the Foundation's MERL framework to translate our Outcomes Framework and strategy into programmatic theories of changes, outcomes, indicators, measures and learning questions. • Develop appropriate, proportionate MERL approaches for different types of programs, investments and initiatives. • Develop and maintain tools, templates, guidance and systems that enable consistent MERL practice across the organisation. 2. Monitoring and performance • Maintain an organisation-wide view of outcomes and impact across the Foundation's portfolio.

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- Establish systems for tracking portfolio performance, developing meaningful and proportionate indicators and reporting.
 - Analyse quantitative and qualitative information to identify progress, emerging issues and opportunities.
 - Develop regular impact and performance reporting for the CEO, Board, beneficiaries and stakeholders.

3. Evaluation

- Develop an Evaluation Plan aligned with the Foundation's strategic priorities and learning needs.
- Design and commission evaluations, reviews and impact assessments.
- Manage external evaluators, including procurement, project design, budgets, timelines and quality assurance.
- Ensure evaluation findings are accessible, credible and useful to decision-makers.
- Support the Foundation and partners to respond to evaluation findings and recommendations.

4. Research and evidence

- Identify and plug evidence gaps relevant to the Foundation's strategy and areas of investment.
- Manage relationships with knowledge partners such as universities, research institutions and practitioners.
- Assess quality, relevance and translate research and evidence into practical products for use by the Foundation and its partners.
- Support the development of research briefs, evidence summaries, discussion papers and other knowledge products.

5. Learning and dissemination

- Support a strong culture of learning in the Foundation.
- Facilitate structured reflection and learning processes following major initiatives, grants, investments and projects and ensure that learning from successes, failures and unexpected outcomes is captured and shared appropriately.
- Translate learning into recommendations for change and support the Foundation to adapt its approach in response to evidence and experience.

6. Data, systems and knowledge management

- Develop and iterate the Foundation's Data Management Plan.
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- Establish appropriate systems for collecting, managing, analysing and reporting MERL information.
 - Maintain high standards of data quality, integrity, privacy and security.
 - Develop dashboards and other reporting mechanisms where they add value.
 - Maintain an accessible repository of evaluation findings, research, learning and evidence.

7. Organisational contribution

- Contribute to a positive, collaborative and accountable organisational culture.
- Support effective communication of MERL findings.
- Contribute to organisational planning, reporting and continuous improvement.
- Undertake other reasonable duties consistent with the purpose and level of the position.

Key selection criteria:

- Demonstrated experience designing and implementing practical MERL frameworks, evaluation plans and tools and data management plans and systems.
 - Demonstrated commitment to Aboriginal-led development.
 - Excellent analytical abilities and written and verbal communication skills, including experience with data visualisation and reporting tools.
 - Project management experience and a collaborative approach to working with program teams, partners and stakeholders.
 - Relevant tertiary qualification in evaluation, social research public policy, social sciences, development, statistics or a related discipline.
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Employment conditions:

Employment conditions include:

- Salary range \$120K-\$130K pa (negotiated in line with experience) + superannuation
 - 4 weeks annual leave (increasing to 5 weeks on 12 months service)
 - Salary Packaging is available
 - National Police Clearance and a pre-employment medical is required
 - Occasional travel may be required
 - Flexible working arrangements by negotiation
 - The Foundation is committed to diversity and inclusion
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Applicant Notes

These notes are provided to assist you in the preparation of your application and to help the selection panel evaluate your application.

Application

Your application should include:

- A comprehensive resume; and
- A covering letter of no more than two pages, outlining your interest in the position and addressing your suitability to the role.

By submitting your application you agree to provide true and accurate information on your career history and qualifications.

It is essential the information you provide is clear, concise, and relevant, so the selection panel can readily assess your application. Interviews will be offered to those who best demonstrate their ability to carry out the duties of the role.

Lodgement of applications

Applications should be made online at www.beilbydt.com.au quoting job reference 1254318.

Applications will close at 4pm AWST on Wednesday 11 November 2026.

Referees

Applicants should provide the names and contact details of at least two current referees in their application. This will include two superiors or suitably senior colleagues that can comment on work outcomes, competencies and behaviours that are relevant to this position.

Interviews

Interviews will be conducted either in person in Perth or via video conference.

Shortlisted applicants may be required to complete telephone screening and digital interview in addition to reference checking and potentially a second interview.

Background checks

Third party background checks will be undertaken for the preferred applicant – this includes qualifications, police clearance, identity, and employment history verifications.

Pre-employment medical

The preferred applicant will be required to undertake a pre-employment medical including drug and alcohol testing to ascertain if they are fit and can safely perform the inherent requirements of the role.

Equal opportunity

The Juukan Gorge Legacy Foundation maintains an equal opportunity policy in assessing all applications for any advertised position and provides a drug and alcohol, and smoke free work environment.

Website

As the Foundation establishes, the website is yet to be constructed.

The PKKP Aboriginal Corporation has a website – which will provide you with background information on the PKK people and references to the Juukan Gorge rock shelters.

<https://pkkp.org.au/>

Further information

For further information about the role please contact Emily Bulloch, Principal Consultant, Beilby Downing Teal on 0427 582 402 or ebulloch@beilbydt.com.au