

Research and Learning Manager			
Reporting to:	Quality, Learning and Performance Lead	ARF Job Level and Professional Discipline Category:	B3
Duration	To June 2023	Location: (No relocation package)	Brisbane

ABOUT THE PACIFIC LABOUR FACILITY

Program Background:

Australia's Foreign Policy White Paper (2017) emphasises the importance of stepping up engagement with Pacific Island countries to improve economic resilience, security and stability of the Pacific region. Circular labour mobility from Pacific Island countries and Timor-Leste (collectively 'Pacific countries') to Australia is a central pillar of this strategy. Increasing circular labour mobility will build people-to-people links and support increased economic growth, employment and investment across the region. The Pacific Labour Facility (PLF) facilitates the expansion of circular labour mobility to Australia and supports both the Seasonal Workers Program (SWP) and PLS.

The Pacific Labour Facility (PLF)

The PLF facilitates seasonal and longer-term work opportunities for Pacific workers to Australia. It connects Australian employers with Pacific workers, supports the administration of the PLS and provides targeted support to SWP. The PLF is managed by Palladium and provides the backbone of Australia's future support for circular labour mobility in the Pacific under the direction of the Department of Foreign Affairs and Trade (DFAT). The PLF has been established as a trusted intermediary in connecting Australian employers with Pacific workers.

The Seasonal Worker Programme (SWP)

The SWP was administered by the Department of Education, Skills and Employment (DESE) until January 2022, when it was transferred to DFAT. The SWP provides Australian employers in the agriculture industry nationwide, and in the accommodation sector and tourism sectors in selected locations, that are unable to find enough local Australian labour access to low-skilled and unskilled workers from nine Pacific Island countries and Timor-Leste. The PLF plays an important role in ensuring that Pacific countries have capacity to supply Australian agricultural businesses with unmet demand, a reliable supply of quality labour to enhance their productivity and also provides supplementary welfare support SWP Approved Employers (AEs).

The Pacific Labour Scheme (PLS)

The PLS commenced on 1 July 2018. It enables citizens of Pacific countries to take up low- and semi-skilled work opportunities in rural and regional Australia for up to three years. The PLS is available to nine Pacific Island countries and Timor-Leste. The PLS is open to all sectors with an initial focus on placing workers in sectors with projected employment growth in Australia and which match Pacific skill sets. While the PLS visa was announced in July 2018, the PLF contract was only initiated in October 2018.

Pacific Australia Labour Mobility (PALM) scheme

From 4 April 2022, the SWP and the PLS will be consolidated and replaced by an improved and more flexible PALM scheme administered by the DFAT in partnership with the PLF.

DFAT will retain responsibility for key program aspects requiring government oversight, including program integrity and assurance while working closely with responsible government agencies including the Department of Home Affairs, Australian Border Force, Attorney General's Department and the Fair Work Ombudsman.

THE RESEARCH AND LEARNING MANAGER

The **Research and Learning Manager** will oversee the research and learning -related aspects of the PLF's Quality, Learning and Performance agenda. This will include managing research and analyses to support program performance, managing PLF's internal program learning processes and events, producing timely policy briefs for the facility, DFAT and other relevant stakeholders, developing a community of practice of Pacific labour mobility researchers, and coordinating PLF's research efforts with other research labour mobility partners.

Please refer to the full Terms of Reference attached.

DUTIES

Under the direction of PLF's **Quality, Learning and Performance Lead**, the **Research and Learning Manager** will:

- Support the knowledge, research and learning products and processes required under the PLF's **Research and Learning Framework**, including tracer and longitudinal studies, studies on emerging issues and priorities in the PALM scheme
 - Ensure that PLF has the evidence it needs to drive its sustainability, inclusion and diversity objectives
- Support the development, production and quality assurance of **policy and analytic work, including policy briefs, research reports, and articles**
- Support a research '**community of practice**' through engagement with partners in government, industry, academia, donors and local Pacific researchers
 - This will include coordinating PLF's inputs into a potential Pacific Labour Mobility Technical Working Group
- Help embed learning systems within PLF including supporting the PLF team to better use data and evidence in program implementation and decision making
- Support PLF's **internal policy and program learning events** through the provision of data, evidence and analysis
- Support program engagement with **external learning events, forums and networks** related to labour mobility, promoting PLF's and DFAT's lessons learned
- Manage PLF's data sharing agreements with external researchers, ensuring PLF supports external and independent labour mobility research, whilst maintaining Palladium's privacy obligations under Australian law.

Reporting Requirements:

- Contribute to all PLF annual reports and annual plans as well as provide inputs to regular M&E reporting
- Provide regular progress reports and exception reports, where required

SELECTION CRITERIA

Qualifications and Experience: The **Research and Learning Manager** will possess the following qualifications and experience:

- i. At least 10 years of experience working in the field of development research and policy;
- ii. Prior work experience in and demonstrated knowledge of economic and social development issues in the Pacific, preferably including labour mobility
- iii. Experience working with research institutions in the Australia and the Pacific,
- iv. Demonstrated ability to work autonomously with limited supervision, to work to deadlines, and to balance competing priorities.
- v. A demonstrated ability to build respectful, productive and sustainable working relationships with a variety of stakeholders and working together to achieve results.
- vi. High level proficiency in Word, Excel, PowerPoint and web browsers.
- vii. Flexibility to undertake some travel, including after hours and weekends.

ABOUT ALINEA INTERNATIONAL

Alinea International is an international development consulting firm dedicated to quality contributions towards sustainable futures with empowered communities. We are committed to supporting economic, social, and political development that leads to positive, inclusive and sustainable impacts. We provide a range of technical, advisory, facilitation, and managerial services tailored to the needs of our clients, including the Australian Department of Foreign Affairs and Trade (DFAT).

DIVERSITY AND INCLUSION

Alinea International proudly sources the best people from around the world to deliver progressive ideas focussed on positive change, and consistently high-quality results.

At the PLF, we value creativity, innovation, inclusion and cultural safety. If you have identified with any diversity group, if you have First Nations, Pacific or Timorese heritage, we welcome your application. PLF views diversity as a strength and you will feel included with us. We are creating a working team which reflects the full tapestry of our community and we want you to be part of it.