

Do you have an analytical mind? Do you like problem solving? Is evidence-based decision making important for you? Do you want to make a positive difference for our society?

About us

ORIMA Research is Australia's leading provider of end-to-end market, social and organisational research and data analytics services to the public sector. We conduct strategically important research studies in support of public sector policies, programs and initiatives, including research and evaluations on some of the most high-profile issues of the last decade. Our projects have made a significant contribution to advancing evidence-based public policy, and public sector management.

Our projects have covered a broad range of areas and topics including the environment, education, public health, taxation, welfare reform, sport, foreign affairs and defence/security.

We have around 50 professional staff across offices in Canberra, Melbourne, Sydney and Brisbane. We also have over 30 specialised interviewers in our national Aboriginal & Torres Strait Islander field force.

ORIMA Graduate Program

ORIMA Research is committed to training and developing young Australians. Our formal graduate program provides high-potential graduates with a pathway to a rewarding career in research and consulting through transparent clear career progression within the company at the conclusion of the graduate program.

Our graduate program is underpinned by a Competency Framework and a clear progression pathway. The program provides the opportunity and support to learn and develop both quantitative and qualitative research skills, as well as the technical and non-technical skills required for a successful career in the research consulting industry.

Successful applicants will work on a rotational basis across a number of teams and research disciplines to develop and hone their consulting skills.

You will be exposed to a broad range of research and consulting skills including:

- understanding and designing research methodologies
- analysing and interpreting quantitative (using SPSS and Excel) and qualitative data
- producing charts and descriptive statistics
- organising and conducting research fieldwork
- project management and co-ordination
- problem solving, analysis and report writing.

We have several full-time graduate positions available for our 2020 intake in Melbourne, Brisbane, Sydney and Canberra.

Selection criteria

To be eligible for this role, you must:

- have recently completed, or be completing your qualifications by December 2019 in Economics, Econometrics, Psychology, Statistics, Marketing, Commerce, Law and / or Social Science or other relevant degree
- demonstrate a high level of academic performance (distinction average or higher at tertiary level)
- have an ATAR score of 90 or above (or equivalent)
- demonstrate strong analytical skills
- have good attention to detail
- have strong written and oral communication skills
- demonstrate excellent time management and organisation skills
- demonstrate the ability to work and contribute ideas and suggestions in a small team environment and be a genuine team player with a strong positive attitude
- have an interest in the public sector and/ or social research
- be an Australian citizen or permanent resident

Knowledge and experience of research methodologies, Excel skills and SPSS statistics software would be desirable.

How to apply

Please email your application to hr@orima.com by **COB Friday 26 July 2019**.

Your application comprises:

1. Your CV
2. Academic records (university transcript and ATAR results)
3. A cover letter (of no more than 2 pages) addressing the following:
 - a) Please tell us why you wish to join us, including how well you align with ORIMA's corporate values.
 - b) Our position description describes the characteristics and selection criteria we are looking for. How well do you feel you meet our requirements, and why?
 - c) Please describe your academic and work history, including any qualifications or accreditations.
 - d) How do you feel your life experience so far makes you suited to the type of role described?
 - e) Describe the ideal work culture that you most enjoy working in and why.
 - f) Please state your citizenship status.

Please Note

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Our graduate recruitment selection process involves four stages as follows:

- Stage 1 – First round interview with core skills assessment (August/September)
- Stage 2 – Second round interview (September)
- Stage 3 – Psychometric testing (September/October)
- Stage 4 – Final interview (October)

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Our Graduate Program commences at the end of January 2020. The starting salary package will be \$59,678 p.a. (\$54,500 salary plus super of \$5,178).

For further information please contact Arlene Hendricks via hr@orima.com or 03 9526 9000.