

Advertisement: Research and Learning Director

Role: Research and Learning Director

Department: DCA Executive Team

Location: NSW, QLD or VIC

Reports To: Chief Executive Officer

Employment Type: Full-time, Ongoing

Role overview:

Join Australia's leading voice on workplace diversity and inclusion.

Are you a strategic leader with a passion for diversity and inclusion? Do you thrive at the intersection of research, education and social impact? We're looking for a bold, inclusive and values-driven **Research and Learning Director** to lead our national research and learning teams and shape Diversity Council Australia's thought leadership into the future.

About the role:

As **Research and Learning Director**, you'll be part of our executive team, overseeing the design and delivery of leading-edge research projects and learning programs that directly support our 1300+ member organisations. You'll lead a high-performing, cross-functional team to:

- Design and deliver innovative research and learning solutions that translate complex diversity data into accessible and practical tools.
- Inspire and educate DCA members through evidence-based learning programs, workshops and resources.
- Build strategic partnerships with academic institutions, peak bodies, sponsors and industry leaders.
- Represent DCA as a thought leader, keynote speaker and spokesperson at events, forums and in the media.
- Foster a culture of excellence, inclusion, and continuous growth across the research and learning teams.

Continued

About Diversity Council Australia:

Diversity Council Australia (DCA) is the nation's leading independent peak body for diversity and inclusion. We are a member-based, not-for-profit, with a strong network of over 1,300 member organisations, including some of Australia's largest employers. For over 40 years we have been at the forefront of helping shape more equitable workplaces, contributing to a stronger economy and fairer society.

Our evidence-led approach is centred on lived experience, and our research consistently shows that inclusive organisations are more innovative, productive, and resilient in changing environments.

Through groundbreaking research, practical tools, events, advocacy, education and training, we provide expert guidance across a spectrum of diversity dimensions to employees, leaders, policymakers and the broader community. We equip organisations with the tools and insights they need to champion the undeniable benefits of diversity and inclusion. This work also supports our charitable purpose, which is to promote and advance diversity and inclusion in workplaces for the benefit of individuals, organisations and the broader community.

- Our vision is to create a just and equitable Australian society where people in all their diversity can thrive.
- Our learning culture unites us as a team and sets the tone of our working environment.

DCA values lived experience as well as expertise, and we encourage applications from people with Aboriginal and/or Torres Strait Islander backgrounds, who have caring responsibilities, from culturally and racially marginalised groups, people with disability, people who experience ageism, LGBTIQ+ people, and people who experience exclusion because of their social class.

For more information explore dca.org.au

Selection criteria:

To thrive in this role, you'll bring:

- Executive-level leadership and/or people management experience, with a passion for inclusive leadership.
Proven ability to lead complex research projects and turn insights into practical tools and policy recommendations.
- A strong background in adult learning or education design, with experience translating complex concepts for corporate audiences.
- A collaborative and strategic mindset, with a flair for partnership development, stakeholder engagement and sponsorship.
- Deep understanding and/or lived experience of diversity and inclusion issues, frameworks and current trends in Australia.
- Outstanding verbal and written communication skills — with confidence presenting to senior audiences and media.

Continued

Why join us?

- Be part of a purpose-led organisation driving real change across Australian workplaces.
- Flexible working arrangements and a values-aligned culture. Truly hybrid environment.
- Nationally recognised thought leader in diversity, equity and inclusion.
- A leadership role with room for creativity, innovation and influence.
- Salary sacrificing.
- Increased Superannuation.
- Professional development opportunities and budget.
- 12 weeks gender neutral parental leave and flexi-leave options.

Apply now:

If you're ready to lead transformative work that makes a difference, we'd love to hear from you.

Submit your resume and a brief cover letter outlining your suitability for the role

If you don't tick every box in the relevant experience or skills required section, please don't rule yourself out. Research suggests that women and other people in underrepresented groups tend to only apply if they meet every requirement. We focus on hiring people who share our values of **Inclusion**, **Growth Mindset**, **Fortitude**, **Excellence** and **Collaboration**, rather than ticking all the boxes – so if this role resonates with you, please apply.