

Research Specialist

Tourism and Events Queensland

Tourism and Events Queensland (TEQ) is a statutory body of the Queensland Government and the State's lead tourism marketing, destination and experience development and major events agency.

TEQ's vision is to inspire a global desire for Queensland by showcasing its unique identity through bold world-class marketing and events – driving travellers to choose our state and deepening pride in the place we call home.

Purpose of the role

Research, economics, analytics and consumer insights are critical to the achievement of the goals of TEQ and the tourism industry.

As a Research Specialist, you will be responsible for conducting analysis, providing insights, business intelligence, and evaluating and monitoring tourism performance in Queensland, including for the TEQ event programs and the broader events sector.

The role will primarily involve quantitative analysis of and input into TEQ's event activities and other issues that are of interest to Queensland's tourism industry, with the communication of findings in PowerBI dashboards, reports and presentations.

You will bring to the role

Must have	Great to have
<ul style="list-style-type: none">▪ Tertiary level qualifications in economics, commerce, business or a related discipline.▪ Strong analytical and quantitative skills developed in a public or private sector organisation, including data mining and analysis.▪ Extensive post-qualification experience in data analysis and interpretation including the ability to triangulate research from a variety of sources to produce insights and reports.▪ Have experience interrogating and analysing large bodies of data to generate actionable insights, easy to be interpreted, impactful recommendations and presentations.▪ High level of attention to detail and strong written and verbal communication skills.	<ul style="list-style-type: none">▪ Tourism industry experience▪ Knowledge and experience in creating Power BI dashboards▪ The ability to prepare economic and evaluation models for projects from the ground up.▪ Knowledge of event evaluation methodologies in the areas of economic, tourism, marketing and social impacts.

What you will do

Accountability	Major Activities
Data Analysis	<ul style="list-style-type: none">▪ Apply data mining techniques to source, transform and cleanse data from both structured and unstructured sources

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	<ul style="list-style-type: none"> Analyse and interpret data from various data sources Provide data and insights to support the business case development Initiate analysis and/or processes to facilitate the development of successful marketing/business strategies/policy development Manage research companies that undertake event evaluation projects to ensure quality and timely deliverables.
Teamwork	<ul style="list-style-type: none"> Develop relationships and work closely with other members of the Strategic Development and Research team Work closely with other TEQ departments to ensure an integrated approach to department activities Develop strong links across TEQ divisions to ensure two-way feedback relating to improved data insights access.
Reporting and communication	<ul style="list-style-type: none"> Build and maintain relationships with event owners and organisers to ensure research objectives are met Ensure timely and accurate reporting of outcomes against TEQ event investment objectives, and effectively summarise and communicate key research activities and results to both internal and external stakeholders in line with levels of data acumen and needs.
Administration	<ul style="list-style-type: none"> Prepare and coordinate ministerial submissions, briefing papers, and reports for the Ministers Office, senior management and other relevant stakeholders as required Manage and maintain event related databases Provide high level of customer service to TEQ and stakeholders to assist in the development of wider corporate strategies Ensure work is achieved within budget and in-line with TEQ plans and priorities.
Other Duties	<ul style="list-style-type: none"> Other duties as directed Ensure tasks undertaken adhere to all TEQ's policies, procedures and guidelines.

How you will do it

Capability	How you will display it
<u>Strategic</u> Setting long-term direction that is clear and consistent with TEQ's corporate strategy	<ul style="list-style-type: none"> Clarifies team's link with TEQ and raises ideas to help team connect with this Finds ways to help manager's strategic planning Shares insights from outside TEQ to bring TEQ's vision, strategy and challenges to life for others
<u>Innovative</u>	<ul style="list-style-type: none"> Shares peer success to encourage team to explore improvement opportunities

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Seeking ways to create efficiency in the development of TEQ (and partners) processes and products	<ul style="list-style-type: none"> ▪ Critically evaluates ideas to inform the feasibility of opportunities that create value ▪ Focuses on "whole of system" when exploring options or alternatives to create value or efficiency
<u>Collaborative</u> Working with others as a team player and sharing resources and information that may improve individual, team, TEQ and/or stakeholders' effectiveness	<ul style="list-style-type: none"> ▪ Considers / encourages feedback on matters that affect others ▪ Consistently invests time with other teams to resolve challenges ▪ Finds ways to establish a mutual benefit to strengthen involvement and support from stakeholders
<u>Genuine Negotiators</u> Responding tactically and tactfully in response to requests or demands that challenge one's self, team or TEQ's position or interests and challenging the way things are done to achieve a desired position in the best interest of TEQ	<ul style="list-style-type: none"> ▪ Finds mutual area of interest or concern to reach an agreed position ▪ Implements techniques to explore options with all parties to enable mutual wins ▪ Recognised as one who can help others' work through negotiations
<u>Driven to Optimise</u> Leverage new opportunities that benefit TEQ commercially	<ul style="list-style-type: none"> ▪ Explores other organisations and industry to identify opportunities that may transform TEQ's thinking and success. ▪ Uses different thinking and analysis techniques to identify opportunities for TEQ ▪ Lobbies strong commercial opportunities with stakeholders and creates a clear picture of potential

About the role

Position title:	Research Specialist
Level:	Level 6
Salary:	Starting from \$105,987 plus Superannuation
Status:	Permanent Full Time
Group:	Corporate and Strategy
Team:	Strategic Development and Research
Location:	Fortitude Valley
Reports to:	Strategic Development and Research Director
Direct reports:	Nil
Key Stakeholders:	All TEQ, Industry Partners, State Government Departments, Regional Tourism Organisations and Industry Operators

Closing date: 9 September 2025

Additional Information

- Applications will remain current for a period of up to 12 months after the closing date of the original vacancy and may be used for recurring or similar vacancies.
- A probationary period of three months will apply to appointees external to TEQ.
- Pre-employment checks will occur prior to any offer of employment being made. Checks may include:
 - Referees
 - Proof of eligibility for appointment (i.e. residency/citizenship status or evidence of your Australian working visa)
 - Criminal history
 - Mandatory qualifications

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- Within one month of commencing employment, the successful applicant is required to disclose any employment as a lobbyist in the previous two years.
- The recommended applicant will be required to disclose any serious disciplinary action taken against them in public sector employment.
- Applicants who have accepted a voluntary medical or early retirement, redundancy or retrenchment from the Queensland Government are required to indicate this in their application.
- Late applications cannot be submitted via the online job boards so please allow enough time before the closing date to submit your application. The selection panel will decide if they will accept a late application.
- TEQ will manage your personal information collected through a recruitment and selection process in accordance with the [TEQ Privacy Statement](#).

Equity and Diversity

Tourism and Events Queensland recognises the importance and uniqueness of Queensland's Aboriginal and Torres Strait Islander cultures and has developed a Reconciliation Action Plan to demonstrate our commitment towards reconciliation through how we operate and do business. We encourage Aboriginal and Torres Strait Islander people to apply for this position. This is an equal opportunity measure under section 105 of the Anti-Discrimination Act 1991.

We are committed to providing a diverse and inclusive workplace including making any reasonable adjustments to support you through the recruitment process.