YOUR NEW ROLE AT THE TRUST

JOB TITLE:	**Impact Manager**	**PAY BAND:**
FUNCTION:	Programme Development – Impact	Support Delivering **Specialist/Managerial** Technical Lead/Function Head Senior Leadership Team
THE TEAM:	The Impact Team is responsible for leading The King's Trust's approach to demonstrating our Impact. By defining the methodologies used to assess impact, giving clarity on what impact we want to have and proving our effectiveness and key areas for improvement.	

WHERE YOU WILL FIT

CEO	Director of Programme Development	Head of Impact	**Impact Manager**	Impact Executive

HOW DOES THIS ROLE IMPACT YOUNG PEOPLE?

Making an impact in young people's lives is at the heart of everything we do. Being able to understand, evidence and measure that impact is vital. It enables us to learn and improve the support we offer young people. It is also important in maintaining the trust and confidence of our funders and supporters and giving us the credibility to influence government, employers, and other sectors of society to play their part in maximising opportunities for young people.

WHAT WILL YOU DO?

- Manage evaluation business processes to ensure we can monitor and measure our impact and performance.
- Work closely with the Technology team to develop products for the collection, storage, use and data protection compliance of young people's monitoring data.
- Work closely with key stakeholders across The Trust, maintaining guidance materials and building capacity for best practices to improve data culture across the organisation.
- Act as the Impact lead for projects that develop and improve centralised evaluation business processes, digital products, and systems.
- Work closely with Delivery and Design colleagues to support the design and delivery of our programmes to young people and meet a range of stakeholder needs for evidence.
- Maximise the value of evidence produced by the impact team through proactive and tailored communication with key stakeholders.
- Provide an advisory role to support evaluation activities undertaken by colleagues throughout The Trust.
- Support the development of the value and capability of the Impact function, including building knowledge of sector-relevant standards and communicating this to the organisation.
- Lead on Theory of Change work for the programmes that we want to develop to support young people in employment and education.
- Manage independent evaluation projects to maximise their value in providing learning and evidence.
- Responsible for actively contributing to an equitable, diverse, and inclusive workplace.

THE SKILLS YOU'LL BRING

All of the roles at The Trust are key to our success and there are certain skills we need to be successful. And while we will shortlist the most qualified people for the role, we ask everyone for a supporting statement. If you think you could do the role, but don't have all the desirable experience, we would still love to see an application from you.

WE REALLY NEED YOU TO HAVE THESE

Skills & Knowledge	Why do we need this?
Good command of qualitative and quantitative research methods and analysis	You will ensure our impact practice is robust and credible for evidencing our work and driving improvements
Monitoring & Evaluation (M&E) theory and application	You will independently design and apply appropriate M&E approaches to project requirements
Strong IT competency using a range of software packages, including Excel, PowerPoint, and BI systems such as Oracle Service Cloud, Power BI, and Tableau	This will optimise the value of technical systems in place to enable M&E and data analysis work
Highly developed data presentation skills	You will need to effectively communicate insights to a variety of audiences, including external
Experience	**Why do we need this?**
Experience in using data and insights to facilitate decision-making	You will need to shape and communicate insights in a timely and engaging way to support a data-driven culture
Experience in managing multiple and significant projects, to deliver high-quality results on time and within budget	To oversee and deliver on evaluation and research projects as well as transformational projects that will develop the way we understand our impact
Experience in developing a Theory of Change or logic model	You will be responsible for our Theory of Change approach and maintenance of Theory of Change resources

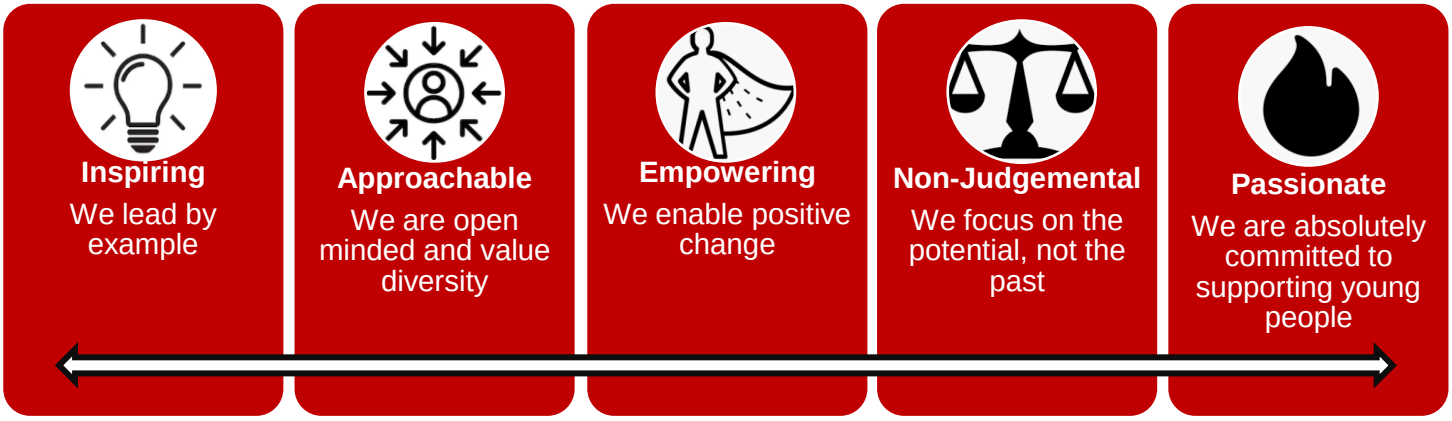
WE WOULD LOVE IT IF YOU COULD DO THIS

Experience	Why do we need this?
Experience in the youth sector, especially provision in education, employment, or personal development	It would be beneficial to understand the challenges facing young people, and the evaluation approaches and frameworks used in the youth sector
Experience working in agile multidisciplinary teams	You will need to work across a large variety of stakeholders from Data and Analytics, Programme Design, User Research, Programme Delivery and Fundraising
Skills & Knowledge	**Why do we need this?**
A relevant skills-based qualification in qualitative or quantitative analysis	As these skills are critical for this role, it would be beneficial if you can evidence qualifications in this area

WHAT DO WE EXPECT FROM YOU?

OUR VALUES

Our values are at the heart of everything we do – they articulate who we are and how we work together to achieve our aims to help young people.



Here at The King's Trust, we're committed to equality, diversity and inclusion. We want to be an organisation that's representative of the communities we serve, which is why we strive for diversity of age, gender identity, sexual orientation, physical or mental ability, ethnicity and perspective. Our goal is to create an environment where everyone, from any background, can be themselves and do the best work of their lives.

We're a Stonewall Diversity Champion and we are Disability Confident employer. Our staff, volunteers and young people are supported by KT CAN (our Cultural Awareness Network), KT GEN (Gender Equality Network), KT DAWN (Disability & Wellbeing Network) and PULSE (LGBTQIA+ Network). For more information, click here.

OUR BEHAVIOURS

We expect certain behaviours from you about how you interact with colleagues, our partners, young people & the public. As someone who works at a specialist/managerial level, we would expect that you live these behaviours.

Leading by Example	Continuous Improvement	Effective Communication	One Team	Delivering Results
You inspire others through a passion for what we do You keep young people and our end goal in mind You build trust in others through reliability and holding self-accountable for success Resilient in the face of challenges, not taking constructive criticism personally You're authentic and bring unique talents to work, encouraging others to do the same You role model integrity and act according to our Values	You champion change initiatives and help others see the benefits and opportunities You take an entrepreneurial approach to improving how we do things You seek opportunities to enhance your own development and build expertise You role model a positive and constructive approach to giving & receiving feedback You support others in adapting to change	You're approachable, clear and assertive You cascade important and relevant information to others clearly and swiftly You treat people as individuals, tailoring communication and influencing style accordingly You communicate difficult messages and challenge others' thinking effectively You listen to and empathise with others to understand the root of situations before responding	You role model effective and mutually supportive teamwork with colleagues You manage the expectations of others, gaining buy-in where required You share knowledge and information You build and invest in relationships across The Trust You use awareness of how your own team fits within the wider organisation to find solutions	You translate The Trust's long-term vision and strategy into actionable plans & targets You take responsibility for making and implementing logical, data-based decisions You're flexible and responsive as priorities and requirements change You seek solutions and solve problems, empowering others to do the same

THE WELFARE OF OUR YOUNG PEOPLE

The King's Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. As part of this commitment, we undertake basic disclosure checks per the Codes of Practice for all roles within The Trust, and for our roles working directly with young people, at an enhanced level. Having a criminal record will not automatically exclude applicants.