



Associate Director & Evaluation & Learning Manager

Candidate Information Pack

Help charities, foundations and funders understand and strengthen their social impact. Join a growing, values-led team at a pivotal moment.

Your partner in evaluating social change
Bean Research • June 2026

In partnership with



Hartebridge

Welcome

Thank you for your interest in joining Bean Research.

We are an independent research, evaluation and learning consultancy. We help charities, foundations, funders and corporates understand and strengthen their social impact, and we are proud to be a social enterprise, a Living Wage Employer and a certified B Corp.

We have grown steadily, then deliberately paused to build stronger systems and firmer foundations. We are now ready to grow again, and these two appointments are central to that next chapter.

This pack tells you who we are, where we are heading, and what it is like to work here. We hope it gives you a real feel for Bean. If it sounds like your kind of place, we would love to hear from you.



Charlotte Turner

Director, Bean Research

Your partner in evaluating social change

We are researchers first and foremost, driven by a passion for accessible evidence that helps organisations better understand and amplify social change. We team up with our clients to measure, understand and strengthen social value, working across sport for development, criminal justice, employability, and arts and heritage.

How we help

Frame

Understand your value and structure your approach, using workshops, frameworks and mapping.

Evaluate

Prove and improve your impact with inclusive, rigorous mixed-methods research and evaluation.

Grow

Focus where it matters most, from tailored reporting and live dashboards to learning partnerships.

Who we work with

From The Rayne Foundation, Nando's and the King Charles III Charitable Fund, to a range of corporate foundations and many grassroots charities. Our clients are not evaluators, so our job is to translate rigorous evidence into something genuinely useful.

**We don't just measure impact.
We help create it.**

83%

of clients confirmed they made improvements as a direct result of our evaluation and Social Return on Investment work, a finding our B Corp assessors particularly highlighted.

Certified B Corp

Social Enterprise

Living Wage Employer

UK Evaluation Society (UKES)

ETAP

Better Business Alliance

Anthropy

If you want to work somewhere that lives its values, not just measures them, you will be in good company.

Where we are heading

Bean is at an exciting inflection point. Having built firmer foundations, we are now focused on growth, and we want people who are excited to grow with us.

Deepen our work with funders and government

Building on relationships across the funder community and growing public-sector work, from National Lottery funded organisations to Sport England and across central government.

Grow our social value and SROI offer

Expanding the team's capacity in SROI and value for money, an area where demand keeps rising.

Move further into sport for development

A large, fast-moving sector where we are only scratching the surface.

Lead the conversation on evaluation

Staying close to where national evaluation policy and practice are heading, and helping shape it.

What this means for you

A rare chance to shape the next chapter of a respected organisation, with real influence over the work, the clients and the team, and the room to make the role your own.

The opportunity

We are recruiting two roles. Full job descriptions are available separately.

Associate Director

c.£65,000 to £70,000

A senior, hands-on role leading the design and delivery of high-impact evaluation, growing client relationships and helping win new work.

What you'll do

- Lead and deliver evaluation projects, not hand them to a team
- Build trusted, long-term client partnerships
- Drive business development and proposals
- Lead, support and develop colleagues

Who it suits

An agency researcher, or someone from a charity or funder ready to move into consultancy: rigorous, commercial, hands-on and keen to grow with a small organisation.

Evaluation & Learning Manager

c.£33,000 to £35,000 FTE

A pivotal delivery role managing a varied portfolio of evaluation and learning projects as the dependable, day-to-day partner clients trust.

What you'll do

- Deliver evaluation projects across qual and quant
- Be the day-to-day client point of contact
- Produce clear, accurate, engaging outputs
- Support colleagues and grow our social value work

Who it suits

A careful, methodical researcher who takes pride in getting things right: thorough, collaborative and reliable, with an interest in SROI and social value.

Working at Bean

Our values

Broad-minded. We welcome diverse perspectives and design work sensitive to context, power and equity.

Enthusiastic. We bring energy, optimism and ownership to every project and client.

Adaptable. We respond constructively to uncertainty and balance rigour with pragmatism.

Navigators. We are curious and evidence-led, always seeking the most effective way forward.

Scrupulous. We hold high standards of accuracy, ethics and transparency.

What you can expect

Salary

shown up front, dependent on experience

Flexibility

full-time, 3 days a week in the office as standard; open to flexible arrangements, including a four-day week for the right person

Learning

up to 3 training days a year, plus sector events, peer learning and mentoring

Time off

25 days pro-rata plus bank holidays, and 2 paid volunteering days

Wellbeing

a supportive, proactive team that actively supports wellbeing and work-life balance

Pension

NEST (opt out)

Building a diverse team

We are an inclusive employer and particularly welcome candidates from underrepresented backgrounds, different career routes and lived experience, and a range of career stages.



How to apply

Bean Research is partnering with Hartebridge, an executive search and leadership advisory firm for the impact economy, on these appointments.

Applications

- 🔗 [Associate Director | hands-on senior leader for high-impact evaluation and new business.](#)
- 🔗 [Evaluation & Learning Manager | a careful, collaborative deliverer of evaluation and learning.](#)

Applications will close **17th July**. For a confidential conversation, contact the Hartebridge team at info@hartebridge.com

We welcome applications from people of all backgrounds. If you need any adjustments to take part in the process, please let us know.



Hartebridge

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Our efforts. Your impact.