

Research and Evaluation Manager



**LLOYDS BANK
FOUNDATION**
ENGLAND & WALES



Welcome!

Thank you for your interest in joining us as our Research and Evaluation Manager.

This is a genuinely exciting opportunity to be part of an independent charitable foundation with 40 years of impact. You'll be joining a driven and values-led team that is committed to connecting and catalysing community-led change. We're bold, relational, inclusive and can-do in everything we do. We're not afraid to innovate, take risks, and push for change that breaks down barriers and helps communities thrive.

As Research and Evaluation Manager, you will play a central role in our ambition to become a more impact-led, evidence-driven organisation. Working within our Impact, Evidence & Insights team, you will lead core evaluation and research activity, act as a trusted connector across the organisation, and help embed insight and learning into how we design and deliver our programmes. We're looking for someone with strong technical expertise who can also work relationally and make evidence feel genuinely useful to the people and teams they work with.

If you share our vision — that everyone in England and Wales should **be in a good place** — and you're ready to play your part, we'd love to hear from you.



About Us

Lloyds Bank Foundation for England and Wales is an independent charitable foundation, backed by Lloyds Banking Group and the people within it. We want everyone to be in a good place - personally, in a home that's a good place to live, and in a community that's a good place to belong.

We back people and communities across England and Wales, to make that happen, because when you back brilliant people, brilliant things happen. Our communities are full of ambitious, energetic and determined people stepping up to make their neighbours' lives better and their communities grow stronger. Day in, day out.

We play our role by connecting and catalysing community-led change, providing the money, time, tools and connections that build organisations' capacity and capability, to make people's lives better and their communities stronger.

You can find out more about us on [our website](#).



Voices in Exile



**LLOYDS BANK
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Our Values

Our values are more than words on piece of paper or stuck to the wall. Our values are how we live as we achieve our mission. They're how we work with our colleagues, our partners, and communities. Our values are at the heart of our organisation.

Bold

We're ambitious problem solvers.

Inclusive

We listen and learn from others.

Relational

We build relationships to achieve changes in society

Can do

We're driven and make change happen.



**LLOYDS BANK
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Our Impact

We've had 40 years of impact that lasts.

We've helped household name charities like Childline and Changing Faces get off the ground. As a frontrunner in organisational development and capacity building, our expert investments in charities have helped them turbocharge their growth, create new jobs, and become more resilient. And in our priority communities, we've improve how things work for people and places, so everyone can flourish.

Nearly

£1 billion

invested in communities

45,000

grants to community organisations

1,000s

of colleagues supported to give time and money

Nearly

1,700

jobs created over 10years



When I was referred to Youth Shedz, my mental health was awful and I wasn't leaving the house. I was really struggling with life. **I just wasn't in a good place.**

Having that space at Youth Shedz where I could just be myself and learn who I was, and what was really important to me, was so helpful. And then I started volunteering, and then I got offered a job and now I've been working here for three years.

Sonia, Assistant Youth Shedz Coordinator



Our Team

Lloyds Bank Foundation is an organisation with a bold vision, that's ready to scale.

Hand in hand with Lloyds Banking Group Group, and with partners new and old, we're setting out some ambitious goals, and each one of our four directorates plays a distinct role in making those goals a reality, so everyone in England and Wales can be in a good place.

Our Community-led Change Directorate is the delivery engine where strategy becomes action, with local teams embedded across England and Wales building genuine relationships with the people and places we support. Our Strategy, Impact and Innovation Directorate drives our national strategy, and connects what we learn on the ground to the systems change we pursue at a national level. Underpinning all of this are our Income and Operations teams, whose work ensures the organisation is sustainable, well-run and that our values are reflected in how we operate internally as much as externally.

We are governed by an impressive Board of Trustees who bring a wide range of skills and experience. We're a team of people who believe in what they do, support one another, and hold themselves to high standards.

You can meet our team and learn more about them [here](#).

Working with Us

Joining Lloyds Bank Foundation means becoming part of a team where your work directly contributes to making England and Wales a good place, whatever your role. The Foundation can offer you a rewarding career that supports your professional development alongside supporting community-led organisations, and creating a positive impact in society.

Everyone should be in a good place, and that's also true when it comes to working with us. We believe that we are at our best when we can be ourselves – that's why we are committed to creating an inclusive and accessible working environment for everyone.

92%

of our team describe themselves as either 'hopeful' or 'energised' by our new strategy.

We're a Disability Confident employer, a Living Wage Employer, and we work hard to make sure every member of our team feels valued, supported and able to thrive. We offer a comprehensive benefits package, and a culture built on our values. We welcome people of all backgrounds, particularly those from communities that are underrepresented in our sector. Whoever you are and wherever you're coming from, we want you to **be in a good place** when working with us.



Since joining the Foundation as a 2027 Associate, the opportunity that was presented to me to get a real insight into the UK voluntary sector in general and grant making in particular was remarkable.

I am so proud to be a member of the team, and play my part in the drive to better support and develop the capacity of small charities to address the issue of social injustice. I hope to further progress my career in the sector, and I feel I am at the right place.

Nebiat Tefera Abebe, Funding and Compliance Officer



Staff Benefits

We want everyone who works at Lloyds Bank Foundation to be in a good place, and that means making sure you have everything you need to thrive at work. Here's some of what we offer:

Generous annual leave of 33 to 38 days (inc. statutory)

Winter closure (additional 2-3 days)

Pension scheme with up to 13% employer contribution

Private medical insurance covering dental, eyecare and mental health

Two paid volunteering days per year

Employee family leave entitlement

Employee Assistance Programme

You can find more information about working with us and our comprehensive benefits package [here](#)



The Strategy, Impact and Innovation Directorate

The Strategy, Impact and Innovation Directorate connects local learning to national impact, bringing national influence back to where it matters most. We are the channel that draws up from local roots to feed national action and harnesses the national as fuel for the local. We do this through partnerships, evidence, public affairs and communications, all aimed at driving the systems change needed for everyone in England and Wales to be in a good place.

The Directorate brings together four closely connected teams. Our Innovation & Partnerships team develops new ways of having impact, designing propositions and scaling the Foundation's reach through products, services and strategic relationships, including our partnership with Lloyds Banking Group. Our Impact, Evidence & Insights team ensures the Foundation's work is grounded in data, research and learning, measuring what matters and channelling insights into strategy, governance and national storytelling.

Our Public Affairs team leads national influencing work with governments and policymakers, building the relationships and running the campaigns that translate local experience into systemic change. And our Strategic Communications team drives that change further still, shaping how the Foundation is experienced internally and externally through powerful storytelling, events, campaigns and media.

Our support to local teams is hands-on, we get in the mix to turbocharge and troubleshoot local action. Together, we work to make sure that insight from communities shapes national strategy and that national influence reaches back to strengthen local action. That's how we drive the systems change needed for everyone in England and Wales to be in a good place.

WODIN (Women and Digital Inclusion)

About the role

Role: Research and Evaluation Manager

Starting Salary: £50,645. Subject to small increment on completion of probation.

Contract: Full-time, permanent contract (we are open to conversations about flexibility - so please ask)

Location: London-based role with expectation of hybrid working from our London office (Society Building, All Saints Street)

Line Manager: Head of Impact, Evidence & Insights

Direct Reports: Insights & Learning Officer

Role purpose

This is a key role at the centre of Lloyds Bank Foundation's ambition to become even more impact-led and evidence-driven. You will play a vital role in ensuring our programmes, projects and partnerships are grounded in a clear understanding of what works, why and how we can improve our impact.

Bringing strong expertise in research, evaluation and impact measurement, you will lead the design and delivery of evaluation and learning activity across the Foundation. You will work closely with teams to ensure programmes are built around clear outcomes and robust evidence and that learning is used to inform decisions and drive improvement.

This is both a technical and relational role. You will manage evaluation and research activity (including commissioning) while supporting colleagues across the organisation to access and apply insight effectively. You will also play a key role in embedding a more outcomes-focused, data-led approach. This will strengthen how we understand, communicate and accelerate our impact.

Responsibilities

Evaluation, Research and Impact Delivery

- Manage the design and delivery of research, evaluation and learning activity across the Foundation, ensuring a high-quality and consistent approach.
- Lead the implementation and ongoing development of the Foundation's evaluation framework, ensuring it supports clear outcomes, learning and improvement.
- Design, commission and manage evaluation and research contracts, including tendering, contract management and performance monitoring.
- Ensure robust processes are in place to monitor delivery, taking timely action where performance is off track.
- Support the Foundation's assessment of our impact and progress against strategic outcomes, contributing to reporting for senior leadership, trustees and partners.
- Plan and coordinate evaluation and research activity across the full programme lifecycle.

Embedding Evidence in Programmes and Decision-Making

- Work closely with programme teams to ensure programmes and projects are designed around clear outcomes, evidence and well-defined hypotheses.
- Provide expert advice and support to colleagues to embed evaluation and learning into programme design and delivery.

- Support decision-making by ensuring relevant evidence, insight and analysis is accessible and used effectively across the organisation.
- Contribute to the development of organisational approaches that integrate data, evidence and learning into day-to-day practice.

Local Learning, Insight and Systems Change

- Act as a business partner and expert advisor on research and evaluation to colleagues working at local and regional level.
- Support the Community-Led Change Directorate to strengthen how learning, evidence and evaluation are used to increase impact in communities.
- Lead and commission research that supports place-based work and builds understanding of what drives effective systems change.
- Work with community-led organisations and partners to generate insight, support decision-making and share learning.
- Work closely with Programme Design and Organisational Development colleagues to support capacity building in data, evaluation and impact.

Responsibilities (continued...)

Insight, Learning and Knowledge Sharing

- Ensure learning and insight from research and evaluation activity is captured, synthesised and shared effectively across the organisation.
- Support the development and maintenance of systems and approaches for knowledge exchange, enabling teams to access and use insight.
- Share learning externally where appropriate, contributing to sector knowledge and practice.

People Management and Team Leadership

- Role model a high-performing and inclusive culture, setting the tone for collaborative and respectful working across your team.
- Provide clear direction and expectations, ensuring team members understand priorities, objectives and what success looks like in their role.
- Hold regular and effective 1-2-1s, coaching team members around performance, wellbeing and development.
- Ensure effective planning and prioritisation of work across the team, making best use of team capacity and resources.

Ways of Working and Contribution

- Act as an ambassador for the Foundation, representing our work and values with credibility and professionalism internally and externally.
- Live and champion our values, being bold, inclusive, relational and can-do in how you approach your work and relationships.
- Collaborate across teams and directorates, contributing to a joined-up and supportive organisational culture.
- Contribute to organisational priorities and activities, including all-Foundation events, cross-team projects and key initiatives.
- Engage in learning and development, taking responsibility for your own growth and contributing to a culture of continuous improvement.
- Work flexibly to meet the needs of the role, including occasional travel, out-of-hours activity and overnight stays where required.

This is not an exhaustive list and other duties may be reasonably required.

About you

Experience & Qualifications

- Experience of designing, commissioning and delivering research and evaluation activity.
- Working with data, evidence or insight to inform decision-making and improve programmes or projects.
- Managing external partners, contracts or projects.
- Working collaboratively across teams to support delivery and achieve shared outcomes.
- Working in or with the Voluntary / Community sector (desirable).
- A relevant qualification in research, evaluation, social policy, data analysis, or equivalent professional experience (desirable).

Knowledge & Skills

- Strong understanding of research, evaluation and impact measurement approaches, with the ability to apply in practice.
- Good knowledge of commissioning and contract management, including tendering, negotiation and performance management.
- Ability to design and deliver evaluation activity, including selecting appropriate methodologies and managing delivery.
- Ability to translate data, evidence and insight into clear, practical recommendations.
- Ability to support others to embed evidence / learning into their work.
- Strong analytical skills, with the ability to identify patterns, draw conclusions and assess impact.
- Strong communication skills, able to present complex information clearly to a range of audiences.
- Ability to coach and develop others, setting clear expectations and managing performance to enable individuals and teams to thrive.
- Ability to manage multiple projects and priorities effectively.

Values & Attitudes

- Demonstrates a strong sense of ownership and accountability, taking responsibility for delivering high-quality work and following through on commitments.
- A collaborative and relational style - able to build productive relationships with colleagues / stakeholders.
- Demonstrates a clear commitment to the Foundation's values: bold, inclusive, relational and can-do.
- Shows a strong commitment to diversity, equity, inclusion and belonging for all in their work and approach.
- Demonstrates commitment to continuous learning and professional development.

Recruitment process

We're committed to a recruitment process that is fair, inclusive and structured, giving you a clear sense of what to expect at every stage. The process usually follows the steps outlined below, and if you make a successful application, we'll send you a more detailed breakdown ahead of time. This will usually include themes for interview questions in advance.

Step 1: Application

Start by completing an application form using our recruitment portal (Hireful). The form will ask two or three tailored questions, designed to help you demonstrate your experience, motivation and alignment with our values. You'll also be asked to upload your most recent CV.

Step 2: First Interview

First interviews (where applicable) are usually held remotely via Microsoft Teams and give us the chance to explore your application in more detail — your experience, what drives you, and how you connect with our mission. To help you prepare, we share the themes and topics of interview questions with you in advance.

Step 3: Final Interview

Final interviews are usually held in person and may include a task, presentation or scenario-based questions to explore your suitability in more depth. You'll have the opportunity to meet key members of the team and get a real feel for our culture and ways of working.

Using AI in the Application Process

We recognise that some candidates use AI tools such as ChatGPT to help write their applications. We understand. Applications take time, and it can be hard to know where to start. However, there are some common pitfalls that can affect the strength of your application. We've put together some tips to help you navigate this to submit an outstanding application. [Read them here](#). For full transparency, we also use AI to help streamline our selection process including sifting applications. We always do quality checks to test AI outputs and all of our final decisions are made by human beings.

A note on Imposter Syndrome

Imposter Syndrome is the feeling that you don't truly deserve your success, or that you're not as capable as others perceive you to be. It can be particularly present when applying for a new role. It's long been recognised as disproportionately affecting people from marginalised groups. If this resonates with you, please know that we actively want to hear from people of all backgrounds.

Your Application

Selection Timeline

Closing Date: Midday, Wednesday 27th May 2026

Optional Q&A Session: Wednesday 6th May 2026 at 09:00-10:00

First Interview: Monday 8th June 2026

Second Interview: Friday 19th June 2026

How to Apply

We offer an optional Q&A (on the date above) to all potential candidates. This is to talk about the organisation, explain the process and help you put in the best possible application. You can register your place using [this link](#), where you will receive a Microsoft Teams link to join the session. If you have any questions about the role but cannot attend the Q&A, please email our recruitment partner, Atkinson HR, to arrange an informal conversation with the lead consultant for the role. You can arrange this via nida@atkinsonhrconsulting.co.uk.

To apply, please complete [our online application form](#). As part of the application you will be asked to complete short answers to the following three questions:

- Why are you interested in applying and how do you feel your values align with the values of Lloyds Bank Foundation (300 words max.)
- What are the key achievements in your experience that make you a strong candidate for this role? (300 words max.)
- How would you ensure that evidence and evaluation are used effectively to inform decision-making and improve impact across the organisation? (300 words max.)

If you think you have what it takes to fulfil this role but aren't sure you meet every point on the person specification, please still get in touch. We'd love to have a conversation and explore whether you could help us ensure that everyone in England and Wales is [in a good place](#).



lloydsbankfoundation.org.uk

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