



Director ImpactEd Evaluation

Recruitment Pack



Welcome to ImpactEd Group

We are delighted to be recruiting for a Director in our Evaluation Practice, leading business development, high-profile research and evaluation projects, and shaping the strategic direction of the practice.

About the organisation

[ImpactEd Group](#) supports education and purpose-driven organisations to maximise their potential. We do this by helping our partners to be consistently impactful and operationally sustainable. ImpactEd Group is made up of ImpactEd Consulting and its specialist practices, ImpactEd Evaluation, ImpactEd Philanthropy and our most recent practice focused on data and artificial intelligence.

Drawing on our domain expertise and technical skills, ImpactEd Group aims to be the first port of call for leaders across the education ecosystem. Since being founded in 2017, ImpactEd Group has worked with thousands of schools and hundreds of organisations, serving more than a quarter of a million pupils. Our strategy commits to systemic impact by helping our partners to make better decisions. We also empower our team to make decisions on behalf of the organisation as part of our aspirations for employee ownership.

About the opportunity

We are looking for a Director to help lead, grow and develop our Evaluation practice. Across ImpactEd Evaluation, we work with over 1,400 schools and 80 education organisations each year to help run research projects, analyse the impact of programmes and interventions, and ultimately do more of what works and less of what doesn't.

This is a new opportunity, which would be well suited to someone with a background in research and evaluation and ambition to grow the reach and impact of our work. The role will be a combination of business development and strategic partnerships, oversight and support in delivering evaluation projects, and strategic responsibilities.

As a Director, you will be a senior leader of the evaluation practice and a statutory director on our Practice Board. Reflecting this, you will have a key role in the success of the practice, both commercially and in terms of social impact, and will help to shape and deliver the strategy for ImpactEd Evaluation as a practice within ImpactEd Group, reporting to the Practice Lead and sitting on our Group Leadership Team.

For the right candidate we hope it will be both a challenging and rewarding opportunity to shape the direction of a growing social enterprise and ensure that we are delivering high quality projects to our partners, helping them make better decisions to benefit young people. We provide structured learning and development pathways, mentoring from our Group Directors, and opportunities to benefit from the success of the organisation through our ownership awards.

We are committed to creating a diverse and inclusive organisation and would welcome applications from a range of backgrounds. We are particularly interested in hearing from applicants in underrepresented groups, including black and minority ethnic candidates.



A stylized, handwritten signature in black ink, appearing to read 'Jonny Sobczyk Boddington'.

Jonny Sobczyk Boddington
Founder and Group Director

Context for the role

The organisation

[ImpactEd Group](#) supports education and purpose-driven organisations to maximise their potential. We do this by helping our partners to be consistently impactful and operationally sustainable. The Group currently consists of:

- ▶ [ImpactEd Consulting](#), which offers strategic and operational support for its partners, to address challenges and underpin carefully managed growth.
- ▶ [ImpactEd Evaluation](#) works with schools and organisations, such as multi-academy trusts and education organisations, to analyse the impact of programmes, processes and interventions to help partners do more of what works and less of what doesn't.
- ▶ Two newer practices, currently incubated within ImpactEd Consulting: ImpactEd Philanthropy, supporting organisations seeking and providing funding, and ImpactEd Data and AI, providing specialist support to manage the opportunities and risks of new technologies.

In addition to the practices, we are supported by several central functions, including research and external affairs, finance and operations, and our product team.

ImpactEd Evaluation

ImpactEd Evaluation works with education organisations, the public sector and schools and multi-academy trusts, to help our partners understand what's working and do less of what isn't.

This is delivered through a combination of consulting engagements, working with a wide range of partner organisations through the end to end of research and evaluation, and national research and action projects around consistent themes (e.g. student attendance). Our work is supported by our digital tools, including our School Impact Platform used to make school-based monitoring and evaluation easier, quicker and more effective.

This year, ImpactEd Evaluation is forecast to work with approximately 1,500 schools and 80 education organisations. The Director role will be predominantly responsible for our consulting projects. Our partners include:

- The public sector, including the Department for Education and arms-length bodies
- Education charities, such as Place2Be, Football Beyond Borders, Mission 44 and CST
- Edtech organisations, like Chatta, Texthelp and Dr Frost Learning
- Schools and multi-academy trusts, including The Kemnal Academies Trust, Oasis Community Learning, Outwood Grange Academies Trust and United Learning

The Director will sponsor and oversee the business development and project delivery for a large portfolio of partners. They will work as part of a practice leadership team led by the Practice Lead and currently including one other Director and two Associate Directors.

We are looking for someone with experience in both research and evaluation and business development and strategic partnerships. We are interested in experience and oversight of quantitative impact evaluations, although are open to hearing from a range of candidates. Beyond this, we are looking for you to be able to combine strategic leadership with operational delivery, and experience and understanding of the UK education system would also be an asset.

Director, ImpactEd Evaluation

Job description

Lead our work helping schools and education organisations to evaluate their impact, learn from it, and prioritise what is working best to improve outcomes for children and young people

Remuneration	Expected earnings of £59,376 - £75,028 (base: £59,376 - £64,198*) including annual profit share and opportunity for employee shares (through EMI options)
Contract	Permanent. We anticipate this role to be full time but are happy to discuss part-time options.
Benefits	We have a generous employee benefits package that aims to ensure colleagues feel trusted, feel ownership of our business, are connected to one another and can be personally and professionally fulfilled. This includes flexible working, profit share, regular training, individual professional development budget, book allowance and access to mental health support.
Based	We have offices in London and Leeds, but our team work from across the country and we are happy to support remote, hybrid, or office-based working.
Apply	Please apply here by answering 3 work-based scenario questions and uploading your CV.
Deadline	23:59 on 27 th October 2024.

The Organisation

ImpactEd Group supports education and purpose-driven organisations to maximise and realise their potential. A growing and skilled team of over 30 people, we help our partners to be consistently impactful and sustainable through a combination of specialist support and use of digital tools.

This role is within our Evaluation Practice. The evaluation team works with schools and organisations, analysing the impact of programmes and interventions to help them do more of what works and less of what doesn't. We work with more than 1,400 schools and 70 education organisations, serving more than a quarter of million pupils. This includes helping our partners to design high-quality research projects, delivering them, and providing systems and tools for data collection, reporting and impact benchmarking.

The Opportunity

The Director role is a new opportunity working across ImpactEd Evaluation. Our partnerships encompass education organisations such as charities, edtech organisations and government, and schools and multi-academy Trusts. Across all our partnerships, we aim to design and deliver high-quality research and evaluation projects that help our partners make better decisions for children using good evidence.

As a Director, you will be a senior leader of the evaluation practice and a statutory director on our Practice Board. Reflecting this, you will have a key role in the success of the practice, both commercially and in terms of social impact, and help to shape and deliver the strategy for ImpactEd Evaluation as a practice within ImpactEd Group, reporting to the Practice Lead.

The role will be a combination of business development, oversight and support of evaluation delivery, and strategic responsibilities. You will lead a number of sales and marketing campaigns, and support the design and delivery of our product offerings within those areas, as well as other priority strategic projects. You will also lead on a small number of high-priority partner engagements directly, and play a significant role in overseeing and quality assuring partnerships led by others.

The role would be ideal for a candidate with deep understanding of research and evaluation, a track record in business development, and the ambition to shape the leadership and direction of a growing social enterprise.

*As part of a commitment to employee ownership, ImpactEd Group has developed a system of ownership awards designed to help colleagues share in the success of the organisation. Indicative earnings account for this. Details available [here](#).

About You

We are looking for both leadership skills and expertise in research and evaluation. We are open to a range of backgrounds, but for roles at this level would expect prior experience of strategic leadership, sales experience, and research and evaluation delivery, especially quantitative. Experience and understanding of the UK education system would also be an asset. Day to day your responsibilities will include:

Strategic leadership	You will be a Director of the Evaluation Practice and a member of our Practice Board. You will lead end to end on a number of strategic priorities. For example, this could include our approach to sharing our research data for sector benefit, our resourcing and pricing model, or our product proposition. You will report to the Practice and Group Board on performance.
Business development and growth	The Director will have a significant role in business development, external engagement and growth. This will include both direct sales responsibility and campaign planning and delivery for marketing activities and thought leadership. You will have a business development target and be responsible for commercial performance within this target, supported by our ownership awards.
Product development	The role will have responsibility for developing specific areas of our service offering. This could include developing new service offerings, improving the quality of existing services, or building internal capacity within our team to further deliver at high quality.
Delivery and operational management	You will lead a small number of high complexity and value evaluation partnerships directly and sponsor a larger number. You will be responsible for ensuring high-quality delivery and partner satisfaction, and will contribute to team-wide quality assurance processes. We are particularly interested in your experience of delivering impact evaluations at scale.
Team development	This role will have career development and management responsibility for members of our partnerships team. You will act as a leader and a coach for the team, supporting professional development and fostering an inclusive team culture aligned with ImpactEd Group's values. More generally, you will work to build strong employee engagement across the practice.

As a team focused on research and evaluation, we would also expect roles at this level to demonstrate:

- **Values and people:** Alignment with our [values](#) and ability to demonstrate them in your work. You will facilitate conversations about professional development for your direct reports and act as a coach and role model for other members of the team.
- **Partnership management:** Modelling of excellence in partnership management, particularly on proactive driving of partnerships forward, scope management and stakeholder engagement.
- **Scoping, sales and evaluation design:** Leadership of business development for consultancy engagements and facilitation of evaluation design processes, including designing Theories of Change and evaluation plans, particularly for high-value and high-complexity partnerships.
- **Data collection and analysis:** Understanding of a wide variety of analytical approaches in both quantitative and qualitative research, sampling methods and data collection tools, and ability to match these to partner needs, including use of our [School Impact Platform](#) as appropriate.
- **Reporting and improvement:** Ability to listen to and synthesise partner needs to tailor evaluation reporting, quality assure others' outputs, and help partners take action from research findings.

Why Us?

As an organisation we care about creating a meaningful place to work and supporting people to grow personally and professionally. These are reflected in [our organisational values](#) and our commitments to:

- Agile and flexible working: responsive management, flexible hours, hybrid or fully remote working
- Personal excellence: we invest significantly in professional development, including an external mentor, an individual CPD budget, and formal and informal training and support
- Mental health and wellbeing: access to health and wellbeing advice and free therapist support.

As a growing organisation we are committed to diversity and inclusion and providing a positive experience of work and maintain an annual EDI action plan, supported by a Board sponsor.



**Supporting our purpose driven
partners to make better decisions
using high quality evidence.**

Get in touch

hello@impactedgroup.uk