



## Job Description

**JOB TITLE:** Head of Impact Maternity Cover (12 months FTC)

**LOCATION:** London

**PAY BAND** £40,000 to £45,000 + London Weighting of £4,000, as applicable

**RESPONSIBLE TO:** Director of Delivery and Impact

**RESPONSIBLE FOR:** Impact Team, inclusive of Evaluation and Insights, and Data and Reporting functions.

## About The King's Trust International

The King's Trust International (KTI) has been supporting young people worldwide since 2015. We were founded by HM The King to tackle the global crisis of youth unemployment.

Our **vision** is that every young person should have the chance to succeed.

Our **mission** is to empower young people to learn, earn and thrive.

Our programmes and interventions are now present in 18 countries within the Commonwealth and beyond, across Asia, Africa, the Caribbean and Europe.

We are committed to amplifying the voices of young people on the global stage and putting their needs at the very heart of the design and delivery of our work. This complements global efforts to deliver the Sustainable Development Goals, particularly those relating to quality education and decent work.

We seek to work to the highest quality standards and to ensure the health and safety of all the young people we work with as well as the well-being of our colleagues and partners.

## Ways of working

The King's Trust International works with local partners around the world to deliver education, employment and enterprise programmes that empower young people to learn, earn and thrive. We provide opportunities to develop the skills and confidence to succeed and deliver tangible employment outcomes, supporting young people to build their own futures.

We work with a mixture of governments, NGOs, and corporate partners and employers on our programmes and are increasingly thinking about how we can support the creation of green jobs to help deliver the low carbon transition.

See our [website](#) for details of our programmes and case studies celebrating some of the amazing achievements of a selection of young people.

## Purpose of the Role

We are seeking a **dynamic** and **experienced** Head of Impact to lead our Evaluation and Insights, and Data and Reporting functions for our youth focused international charity.

This **hands-on, strategic** role will involve overseeing the development and implementation of our Impact strategy, ensuring the effective use of insights and data to facilitate continuous improvement and learning for **young people** and our **great global partners**.

You will have an **in-depth knowledge** of using performance and Impact data to facilitate decision making, supporting the organisations ambitions to **scale and deepen the impact** of our programmes.

This role is perfect for you if you enjoy working with a wide range of stakeholders and are passionate about the role of monitoring, evaluation and reporting to drive continuous improvement, impacting thousands of young people globally each year

## **Key Relationships**

- King's Trust International Senior Leadership Team
- King's Trust International Programmes Team
- King's Trust International communications and External Affairs Team
- Project Partners, in-country stakeholders, employers, and potential partners
- King's Trust International Volunteer Impact Advisor

## **Key Areas of Responsibility**

1. Implementing the strategy and overall approach to Impact at King's Trust International, ensuring:
  - Effective use of insights and data to facilitate continuous improvement and learning for young people and partners, so that we can offer the most effective support, based on evidence.
  - Our impact framework demonstrates the full value of our work and the changes we help direct and indirect beneficiaries to make in their lives, is robust and easily understood by all of our audiences.
  - Our partnership support demonstrates the value of our approach to strengthen youth focused organisations and wider social impact.
2. Provide leadership in Monitoring, Evaluation, Learning, and Reporting (MELR), ensuring it remains central to KTI's strategy. Ensure the approach is fit for purpose and integrated into broader decision-making processes.
3. Provide line management for two functions: Evaluation and Insights, and Data and Reporting.
4. Lead the development of King's Trust International's Data and Reporting function, overseeing the roll-out of Business Intelligence tools and data infrastructure.
5. Ensure King's Trust International stays at the forefront of best practices and innovations in impact measurement by providing sector-leading expertise, maintaining strong external networks, and staying informed of developments in the field of evaluation.
6. Support and upskill colleagues across King's Trust International to effectively understand and communicate the impact of our work, empowering them to integrate Monitoring and Evaluation at every stage of the project life cycle.
7. Lead external communication on how King's Trust International measures impact and learns from evaluations, positioning KTI as a sector leader in this field. Oversee the production of the organisation's annual impact report.
8. Gather feedback and user research to verify that our programmes meet the needs of young people by using a range of research methodologies, working closely with the Design and Digital team.
9. Proactively participate in KTI's wider knowledge functions such as thematic leads and Working Groups as required.

## **Budget**

Responsible for managing Impact budgets within the financial management guidelines, and for supporting the King's Trust International team to maximise draw down on the relevant funding contract.

## **Person Specification**

**Please read these notes carefully:**

The King's Trust International (KTI) is committed to representing, at all levels, the global communities and young people that we serve. We value transferable skills and know that women, gender non confirming folk, disabled and global majority/ Black, Indigenous and People of Colour (BIPOC)/racialised people are statistically less likely to apply for a role if they feel that they do not meet at least 90% of criteria on the job description/person specification. KTI is dedicated to building an inclusive, diverse, equitable, and accessible workplace that fosters a sense of belonging - so we only include essential criteria on our person specification that is genuinely required to do the job. We focus on your aptitude, transferable skills and behaviours to assess your potential with us.

The Essential criteria describe the skills, knowledge or qualifications that are necessary to do the role. Some criteria will be assessed at the shortlisting **(s)** stage, and this will be based on the information you have provided in your CV and supporting statement. Skills or experience can be gained in a variety of ways, in your personal life as well as professionally. Do not just say, for example, 'I have good communication skills.' Tell us how you have gained experience or used a particular skill or knowledge. Other criteria may be assessed as part of an assessment **(a)** or at interview **(i)**. Desirable criteria will only be used where a large number of people meet all the essential criteria, or at interview to differentiate extra skills. **As a minimum, address how you meet all essential criteria in your application.**

Criteria	Essential	Why is this needed?	How will this be assessed?
<b>Skills and Knowledge</b>	In-depth expertise of business intelligence – particularly designing and rolling out dashboards for the first time across an organisation	In this role, you'll be expected to design and implement business intelligence to provide clear and actionable insights. This expertise is crucial for turning data into accessible, real-time information that drives decision-making.	<b>S</b>
	In-dept expertise in the principles of evaluation, and best-practice impact measurement approaches	This role requires you to apply your expertise in evaluation principles and impact measurement to assess program effectiveness and guide improvements. Your knowledge will ensure we use best practices to demonstrate our impact clearly and credibly. We'll be looking for examples of how you've applied this expertise to deliver results.	<b>I</b>
	Proven analytical and problem-solving skills to understand the range and content of the organization's thematic work and provide practical solutions to operational challenges.	In this role, your analytical and problem-solving skills will be key to understanding the breadth of our thematic work and tackling operational challenges effectively.	<b>I</b>
	Strong written and oral communication skills, able to communicate complex information in a clear and simple way	In this role, strong written and oral communication skills are essential for conveying complex information in a clear, straightforward manner to diverse audiences.	<b>S &amp; I</b>
	A team player with excellent written and verbal communication skills – able to listen to others, to identify and share important/key information and to influence others in the uptake of new or adapted approaches.	In this role, being a team player with strong written and verbal communication skills is essential. You'll need to actively listen, share key insights, and influence others to adopt new or improved approaches.	<b>I</b>
	Understanding of working with cultural differences	King's Trust International has over 40 delivery partners across the globe with varying degrees of Impact experience. The ability to understand cultural differences of partners is an important part of the role	<b>I</b>

<p><b>Experience</b></p>	<p>Successful track record of implementing effective MEL systems, including experience in quantitative and qualitative data collection and management.</p>	<p>In this role, you'll design and manage MEL systems to track progress, assess impact, and drive improvements. Strong data collection and management skills are essential to ensure we make informed decisions and demonstrate success effectively. We'll look for examples of how you've done this before to ensure you're ready for the challenge.</p>	<p>I</p>
	<p>Experience developing organisational Theory of Change</p>	<p>In this role, you'll help shape our strategic direction by developing and refining the organisation's Theory of Change. This framework is vital for aligning goals, activities, and desired outcomes, ensuring we remain focused and impactful. We'll look for evidence of how you've successfully developed and applied Theories of Change in previous roles.</p>	<p>I</p>
	<p>A track record of success in delivering outcomes and beneficial change through data and insight</p>	<p>In this role, you'll use data and insights to drive meaningful outcomes and positive change. This skill is essential for identifying opportunities, guiding decision-making, and demonstrating impact. We'll look for examples where your work has led to measurable improvements.</p>	







	Masters in Monitoring & Evaluation/international development or any other relevant field (or equivalent work experience)	This is important for providing the theoretical foundation and advanced knowledge needed to excel in this role. It demonstrates your ability to engage with complex concepts and apply them effectively in practice.	<b>S</b>
	Experience of line management of staff	This role currently has two direct reports and oversees a team of five staff.	<b>S &amp; I</b>
	Experience using and rolling out a data collection system	In this role, experience with data collection systems is vital for gathering accurate and reliable information to measure progress and impact.	<b>S</b>
	Experience of working in a time pressured environment on multiple projects	At times there may be specific data, and impact asks from fundraising teams, senior leaders and other stakeholders. You will need to be able to respond to these needs sometimes within quick turnaround times.	<b>I</b>
	Experience of undertaking research and/or evaluation projects using both quantitative and qualitative methods	In this role, experience conducting research and evaluations using both quantitative and qualitative methods is key to providing a comprehensive understanding of impact. We'll look for examples of how you've effectively combined these approaches to deliver meaningful insights and outcomes	<b>S &amp; I</b>

Criteria	Desirable	Why is this needed?
<b>Skills and Knowledge</b>	Knowledge of factors affecting young people	Young people aged 11-30 are our primary demographic, understanding their needs and challenges will support in the approach to what and how we measure impact
<b>Experience</b>	Evaluation experience specific to provision for young people or education/employability provision	In this role, evaluation experience in youth-focused or education and employability programmes is crucial for assessing their effectiveness and impact.
	Experience of a project management role on medium-scale evaluation/ research projects or a senior support role on large scale evaluation/research projects	In this role, experience managing medium-scale evaluation or research projects, or supporting large-scale ones, is essential. This ensures you can oversee timelines, resources, and deliverables effectively. We'll look for examples where you've successfully managed or supported such projects to deliver impactful results.
	Experience working in international settings	In this role, experience working in international settings is essential for understanding diverse contexts, cultures, and challenges.

## 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.

 Youth-centred	 Nurturing partnerships	 Impact	 Diversity	 Honesty	 Integrity
We believe in placing youth at the centre of all activities and decisions	We value robust relationships based on mutual trust and respect	We focus our passion and attention on what we believe will create a positive impact	We understand, value and promote diversity of experience and thought to enable our staff, partners and young people to thrive and achieve their full potential	We value sincere, authentic and straightforward communications and behaviours	We believe in applying strong morals, high standards and ethical principles to our work

Here at The King's Trust International, we are committed to equality, diversity and inclusion. We want to be an organisation that is representative of the communities we serve, which is why we strive for diversity of age, gender identity, sexual orientation, physical or mental ability including neurodiversity, ethnicity, gender, socio-economic background and perspective. We want to ensure that everyone can be their authentic selves at work.

We are a Race at Work signatory and a Disability Confident employer. Our staff and volunteers are supported by PT CAN (our Cultural Awareness Network), PT GEN (our Gender Network), PT DAWN (Disability & Wellbeing Network) and Pulse (LGBTQ+ Network). Talk to us about flexible working hours.

### THE WELFARE OF OUR YOUNG PEOPLE






The King's Trust International is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is subject to a basic Disclosure. Having a criminal record will not automatically exclude applicants.



## OUR BEHAVIOURS

We expect certain behaviours from you about how you interact with colleagues, our partners, young people & the public.

These are our core behaviours for all staff.

 <p><b>Effective communicators</b></p>	 <p><b>Approachable</b></p>	 <p><b>Solution-oriented</b></p>	 <p><b>Inclusive</b></p>	 <p><b>Emotionally intelligent &amp; resilient</b></p>
<p>We demonstrate an open, honest, jargon-free and clear communication style to build rapport and nurture partnerships with internal and external stakeholders.</p> <p>We communicate core expectations, for example around safeguarding, clearly and effectively to ensure young peoples' safety is at the centre of our work and never compromised.</p> <p>We value the importance of transparency, honest feedback, setting clear expectations, understanding roles and responsibilities, and speaking up for what we believe is right.</p>	<p>We demonstrate characteristics of open-mindedness, respect and honesty to anyone wishing to approach us.</p> <p>We apply our behaviours to support this by being mindful of our own reactions and being receptive to ensure people want to engage with us, we actively listen and demonstrate our appreciation of their input.</p>	<p>We focus our energy on enabling solutions to the challenges we meet.</p> <p>We demonstrate leadership by owning our work, taking responsibility for our actions and pro-actively engaging with our stakeholders and partners to gain deep understanding of the environments we work in and the young people we work for.</p> <p>We support our partners, colleagues and youth in solving problems and delivering impactful programmes.</p> <p>We plan and adapt our interventions and processes and employ proactiveness to enable the most meaningful outcomes.</p>	<p>We value different backgrounds, experiences and opinions and believe that these will make us better equipped to make quality decisions, apply sensitivity to context and mutual exchanges, as well as recognise potential throughout our organisation and our partnerships.</p> <p>We actively invest in rapport building with all stakeholders and strive to support team work internally and externally.</p> <p>We respect others and our planet. We apply humility and empathy and strive for reciprocity and equality in all exchanges.</p>	<p>We nurture awareness and reflection, including being mindful of self-biases, cultural differences, as well as our own and other people's circumstances.</p> <p>We foster the capacity to be aware of, control, and express our emotions, and to handle interpersonal relationships judiciously and empathetically.</p> <p>We use emotional intelligence to build resilience. We risk making mistakes as a way of learning.</p> <p>We celebrate creativity, curiosity, eagerness to learn and open-mindedness.</p>