

The Hg Foundation

Recruitment Pack

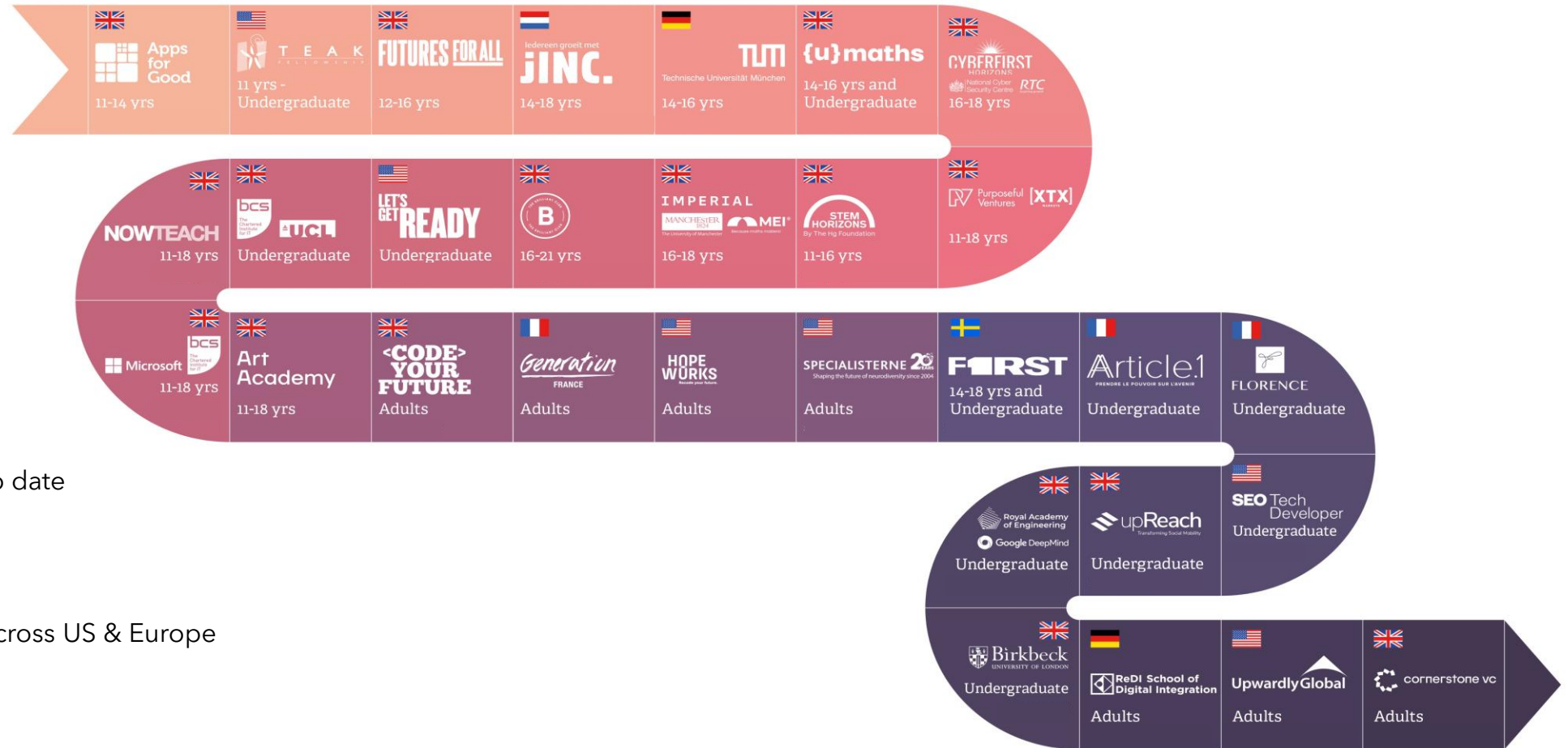
Data & Impact Lead

October 2026



Widening access to tech opportunities in an AI-driven future

The Hg Foundation



80,000+
people reached to date



50+
Partners funded across US & Europe



\$50m
Committed so far

The rapid advance of AI is reshaping the job opportunities open to young people, particularly in the tech sector. Our goal is to support underrepresented groups to successfully navigate this period of change and make the most of new tech-enabled opportunities.

We do this by supporting and developing education and employment programmes across the UK, Europe and North America, as well as producing research to improve the sector's understanding of the labour market and which interventions are effective. To date we have committed \$50m to over 50 organisations, that between them will support 80,000+ people from underrepresented backgrounds.

Impact and cost effectiveness is an important feature of our work. To date we have supported 25 organisations to develop their Theory of Change, 11 to conduct an impact study with a comparison group, commissioned two Randomised Control Trials – and supported dozens of others to get independent qualitative feedback on their programme and improve their internal data and monitoring capacity. The Foundation has also developed a series of resources to underpin our approach to impact and support our partners: www.thehgfoundation.com/understanding-our-impact.

The Foundation has ambitious plans for the future, which will see us start new programmes and deepen our relationships with our existing portfolio of providers. We will also support our portfolio through more regular convenings and best practice sharing, as we collectively grapple with changes in education, skills and employability.

The **Data and Impact Lead** will play a crucial role in helping the Foundation understand, demonstrate and maximise the impact of its funded programmes. The role will lead the Foundation's approach to impact measurement and evaluation, overseeing the commissioning and management of evaluations, advising and supporting partners on evaluation design and delivery, and leading the Foundation's work on cost-effectiveness. The post-holder will support partners to collect high-quality, comparable impact data, and help the Foundation and its partners use this evidence to inform decision-making. The role is a core part of the management and development of the Foundation and reports directly to the CEO. The post-holder will work closely with Portfolio Leads and the Foundation's experienced Evaluation Consultant, Milly Nevill, former Head of Evaluation at the Education Endowment Foundation (EEF).

The Hg Foundation is an independent UK-registered charity, but its work is generously funded by Hg, through a portion of carried interest from current and future funds, and a percentage of annual profits. The Foundation's Board comprises a range of senior individuals from the business, as well as independent figures with experience of education and tech, including Sir Kevan Collins, adviser to the Department for Education, and Elona Mortimer-Zhika, UK Tech CEO of the Year 2023 and former CEO of software firm IRIS.

Please see www.thehgfoundation.com for more information.



The Foundation is generously funded by Hg and supported by colleagues across the firm, who share their expertise and knowledge to advance our mission.

Hg is one of the most active transatlantic software and technology investors, with ~400 employees across five offices (London, Munich, Paris, New York and San Francisco), managing c.\$100bn for over 200 institutional investors. Founded in 1990, Hg is the fastest-growing PE firm in Europe with an expanding US presence.

Responsible investing is central to Hg's approach - from being carbon neutral since 2019 to setting science-based climate targets and being recognised as Private Equity Diversity & Inclusion Leader 2024.

For further details, please see www.hgcapital.com.

- To develop and implement our overall approach to evaluation / impact assessment, which is robust but pragmatic and which recognises the different stages of development of the Foundation's partners (aligned to our evidence ladder).
- To lead our cost effectiveness work, gathering accurate and comparable data on costs and outcomes across programmes working in similar segments, so we can start to make decisions about relative impact.
- To support our partners with commissioning and managing evaluations of their programme impact, suited to the project and its stage of development, working closely with Portfolio Leads and leading, for example, Theory of Change workshops.
- To lead a small number of evaluations that are directly commissioned by the Foundation on its flagship projects.
- To support the Foundation's Intelligence Hub – which keeps our knowledge of education and employment routes into tech current – for example by advising on methodological approaches and reviewing outputs.
- To keep updated a suite of tools and resources which support us and our partners to understand impact better, including our evaluation guide, evidence ladder and common tech aspirations and attitudes survey.
- To prepare reports and presentations for internal and external stakeholders, showcasing project impact and providing data-driven insights to guide the foundation's funding strategies and improve project effectiveness.
- To stay on top of research / data / policy developments in the access to STEM / tech space, and suggest proposals for new work and areas of interest to the Foundation.
- To provide overall support and troubleshooting to the HgF team on impact, evaluation and data capability, including exploring how AI can support our impact and data activities.
- To work collaboratively with the Foundation's external impact consultant on the above.
- Other reasonable duties as needed from time to time to support a small and entrepreneurial Foundation team.

Essential

- Experience of working and excelling in a high-performance environment where colleagues go the extra mile
- Significant experience of commissioning and managing evaluations, with knowledge of a range of evaluation approaches and methodologies, including their appropriate application at different stages of programme development.
- Significant project and stakeholder management experience, including in supporting complex projects, advising partners and colleagues, and communicating technical concepts clearly to non-specialist audiences.

Desirable

- Knowledge of the education, employment and nonprofit space
- Knowledge of the issues around recruiting talent in the tech or other sectors
- Knowledge of cost effectiveness methodologies
- Experience of commissioning research and evidence reviews

The post-holder must be supportive of the Foundation's mission and pragmatic in how it achieves impact.

Essential Skills and Abilities

- High level of proactivity, independence and ownership; a self-starter who plans ahead and gets things done
- Structured and analytical approach to work, with the ability to tackle complex issues
- Proven ability to manage partnerships and budgets, with an exceptional eye for detail
- Output-focussed; tenacity to ensure tasks get delivered in a timely way
- Collaborative with excellent interpersonal skills and the ability to shape and influence conversations
- A positive, can-do attitude; resilient and ego-free – just gets on with the task at hand
- Adaptable and flexible to meet the needs of a small team
- Excellent listening, verbal, and written communication skills

Working arrangements

- Permanent, full-time position
- Salary: £60 -70,000 per annum depending on experience
- Benefits: 9% employers' pension contribution; private health insurance; life insurance; plus other benefits
- Holiday: 30 days paid annual leave, plus public holidays
- Location: Flexible – at least 2 days a week in Hg's London office
- Travel: Some travel to partner projects (including occasionally overseas)
- Reports to CEO of the Foundation.

Application Process

The Foundation is looking to make an appointment to start as soon as possible.

Please submit your application to our recruitment partners Whiton Maynard via tim@whitonmaynard.com by **Sunday 1st November 2026, 11:59pm** and include:

- An up-to-date CV of no more than two pages (named in the format 'FULL NAME - CV')
- A document (named in the format 'FULL NAME - Data and Impact Lead') with answers to each of the following 4 questions (**max. 350 words each answer**):
 1. What is it about The Hg Foundation's mission that resonates with you and why do you want to work with us?
 2. Can you describe an impact evaluation you commissioned and managed from start to finish, including the methodology, datasets and reporting?
 3. What do you think are the main challenges in trying to compare the cost effectiveness of the Foundation's programmes?
 4. The Data and Impact Lead role requires strong relationship management. Please describe your experience of stakeholder management, providing clear examples that focus on the specific role that you played in managing these stakeholders.

If your application is successful, the next stages of the recruitment process (subject to change) are as follows:

- Round 1 interviews: week of 9 November 2026
- Round 2 interviews: week of 16 November 2026