



Job Profile

Job Title	Manager
Location	Hybrid Working arrangements in place
Reporting to	Senior Manager, Impact and Insight
Term	Permanent
Salary Range	Manager
Pay Level	

We are the national body for careers education in England, delivering support to schools and colleges to deliver modern, 21st century careers education.

The Careers & Enterprise Company is a great place to work. We operate within a fast-paced and collaborative environment. We are brought together by one thing: our passion to ensure young people get the best possible start in life and are supported to find their best next step.

Do you want to be part of a mission-driven team focused on transforming young people’s lives? If so, we’d love to hear from you!

Role Summary

At The Careers & Enterprise Company (CEC), evidence plays a key role in supporting effective, impactful careers education. The Policy & Impact (P&I) team is a dynamic and purpose-driven team at the centre of the CEC’s Strategy & Communications division, generating insights to inform policy and practice and drive impact for young people.

The Impact and Insight Manager will be responsible for leading an exciting range of high-profile research and analysis projects, examining the impact that the CEC’s interventions have on careers education. Their work will develop the evidence base on effective practice in schools, colleges and businesses, whilst leading policy and impact thought leadership.

We are looking for a highly analytical, curious and collaborative individual to be an expert on careers education across England. Identifying, generating and using a wide range of evidence and data, you will work with the Senior Manager, Impact and Insight and across the P&I team to build a thoughtful, evidence-led approach across all our activity, also advising on evaluations across new areas.

Examples of our outputs can be seen on [CEC's impact page](#) and [evidence page](#).

Key Responsibilities

The Impact and Insight manager will work across three key areas of responsibility:

Evaluation and research

- Generate insights from CEC and other data for the careers education system and demonstrate impact.
- Lead on analysis of specific core datasets, including testing hypotheses, using quantitative analysis and working closely with external advisers where necessary.
- Lead on high potential new areas of research and evaluation, ensuring the activity contributes to the evidence base for careers education.
- Provide central evaluation advice across the organisation to ensure a consistent, high-quality approach.

Relationships and influencing

- Build and develop trusted relationships with specified external research and policy organisations.
- Present impact and insight findings and represent the Company to specified stakeholders including government, employers and educators.
- Ensure the results of the CEC's insight output is accessible and of practical value to all leaders within the system.

Management

- Project management and accountability for evaluation and research projects, potentially with external partners, that produce insights that drive improvements.
- Line management as required within the team.

Qualifications and experience required

Essential:

- Experience of designing, delivering and managing evaluations in a social impact context.
- A proven track record of generating insights from data, using a logical, structured approach.
- Experience of engaging the support of stakeholders (internal and external) throughout the design and delivery of relevant research.
- Experience of communicating research (verbal and written) to a broad range of audiences.
- A proven ability to work and lead delivery at pace in a multi-project environment and to oversee and manage content from multiple sources.
- Experience of quantitative and qualitative research methods.
- Experience of using analytical software such as Excel, SPSS, Stata, R.

Desirable:

- Excellent knowledge of the English education system and policy context.
- Good understanding of career guidance and employer engagement.
- Relevant social research qualification or equivalent experience (such as consultancy).
- Expertise in engaging education settings serving learners facing barriers (such as SEND or FSM eligible) and young people in those settings

Skills and core competencies

- Analytical, creative and strategic; a good problem solver
- Great at analysing data and able to relate outputs to a complex stakeholder environment.
- An excellent written and verbal communicator with good interpersonal skills, confident working with individuals and leading teams.
- Collaborative and good at building relationships, internally and externally.

- Good at influencing, driving impact and implementing change.
- Pragmatic and flexible with the ability to deal with ambiguity and effectively manage through challenging situations.
- Excellent time and project management skills.

Job Profiles are not part of the terms and conditions of employment and may be subject to change.