

INSIGHTS OFFICER

July 2026



Photos: Magic Acorns' Playtech project, Nyrobi (ALT BLK ERA) and NextGen event open mic.

What We Do

Youth Music is equalising access to music.

We're a national charity. We help marginalised young people to make and monetise music.

Every year, we raise £10 million to fund inspirational grassroots music projects and support aspiring young creatives up and down the UK.

We're campaigning to break down barriers for young people facing inequity, exclusion and discrimination.

Together with our partners, we're helping the next generation to transform their lives through music. Join Us.

More information about Youth Music:

- Watch our [Rescue the Roots documentary film](#)
- Read our [2024/25 annual report](#)
- Learn more about our [funding programmes](#)
- Find out about [inclusion, diversity, equity and accessibility at Youth Music](#).

Diversity and Equal Opportunities

Youth Music is an equal opportunity and [Living Wage employer](#). We are committed to attracting, recruiting and retaining diverse candidates. It's important that our team reflects the communities we serve.

We are currently under-represented by individuals from a working class background, the Asian/Asian British community and wider Global Majority, Disabled people, the Trans community and people of faith.

Youth Music is a Disability Confident Committed Employer and we are committed to making adjustments that would support Disabled people to apply for and carry out this role. We guarantee an interview to any Disabled applicant who meets the minimum criteria for this role. In the event of an exceptionally high volume of applications, we may limit the number of interviews offered by shortlisting those who best meet the minimum criteria overall.

If you wish to be considered under the Guaranteed Interview Scheme, please indicate this in your application.

Please contact jobs@youthmusic.org.uk if you are Disabled and/or have access requirements, or if you wish us to consider any other reasonable adjustments to ensure the interview process is fully accessible.

Salary and Benefits

Salary: £35,919 per annum pro rata

Pension: 8% of salary towards a non-contributory group pension

Contract: Permanent, full time. We operate a blended working approach where you will be required to work in the office two days a week, Tuesdays and Wednesday.

Location: The Print Rooms, 164 – 180 Union Street, London, SE1 0LH.

Holidays: 25 days prorated, plus public holidays and additional days over the Christmas period when the office is closed.

Additional benefits:

- Learning and development opportunities.
- Flexible and Hybrid working.
- Inclusive organisational culture.
- An employee assistance programme.
- Critical illness insurance.
- Death in service insurance.

There is also an opportunity to engage in staff-led working groups linked to our values and priorities: Values Committee, Environmental Working Group and the Inclusion, Diversity, Equality and Access (IDEA) working group.

About the Role

As Youth Music's Insights Officer, you'll help us generate evidence, learning and insight that demonstrates our impact, improves our work and strengthens our influence across sectors.

Working as part of the Insights team, you'll play a key role in helping Youth Music understand the experiences of children and young people, the impact of our work, and the barriers that prevent equitable access to music. Your work will help achieve our charity's outcomes:

The National Foundation for Youth Music, Studio LG01, The Print Rooms
164-180 Union Street, London, SE1 0LH
Registered charity number 1075032 / Limited company number 03750674

- Increase resilience of grassroots music
- Young people improve wellbeing through music
- Emerging creatives progress into a safer, fairer industry

You'll collect, analyse and interpret quantitative and qualitative data from across our funding programmes, partnerships, research projects and organisational activity. You'll transform evidence into meaningful insights.

Working closely with colleagues across the Grants & Learning and Partnerships teams, you'll help to maintain a culture of evidence-informed decision making by ensuring data and learning is accessible and actionable. And you'll work hand in hand with Communications team colleagues to demonstrate our social impact through compelling storytelling. You'll also support funded partners and the wider sector to strengthen their evaluation, learning and youth voice practice.

Whether producing dashboards and reports, designing surveys, analysing funded partner data, conducting interviews or investigating emerging trends, you'll help ensure we continue to learn and use evidence to drive positive change for young people. You'll contribute to thought leadership and research like [Born Into Music](#), [Locked Out of Power](#), [Excluded by Design](#) and [Sound of the Next Generation](#).

You'll also brief young researchers and analysts in our Youth Music NextGen community, helping amplify youth voice and lived experience through participatory and inclusive research approaches.

The Insights Manager will be your line manager and you'll be part of the Insights team, which sits within the Communications Team.

About You

You'll be curious, analytical and passionate about understanding what evidence can tell us about young people's lives. You'll be excited to make an impact by combining storytelling with rigorous analysis, helping Youth Music continuously influence change. You'll be an ethical and empathetic researcher.

You'll enjoy working with both quantitative and qualitative data, and have demonstrable experience turning findings into actionable insights.

You'll have experience delivering research, evaluation or insight projects, and be confident working with datasets to identify trends, answer questions and inform decision making.

Whether producing reports, presentations, dashboards or learning resources, you'll be able to communicate evidence in ways that help others understand and use it.

You will take a collaborative approach by building positive relationships with colleagues and supporting them to feel confident using evidence in their work. Your meticulous attention to detail and accuracy will be fundamental to ensuring data is used effectively.

You'll be passionate about our cause, perhaps through your own experience of music and creativity. You'll have a good understanding of the challenges young people are facing in society today and share Youth Music's commitment to equity. Most importantly, you'll be motivated by using evidence, insight and learning to challenge inequality and improve outcomes for children and young people.

Key Responsibilities

Insight and Analysis

- Analyse quantitative and qualitative data from Youth Music's programmes, research and organisational activity to generate meaningful, actionable insights.
- Produce reports, dashboards, presentations, briefings and supporting guidance for organisational learning and external outputs.
- Support colleagues to interpret and apply evidence in their work.
- Monitor key performance indicators and social impact measures to identify areas for investigation.
- Contribute to the continuous improvement of Youth Music's monitoring, evaluation and learning approaches ensuring they remain useful and proportionate.

Impact and Influence

- Transform complex evidence into accessible and compelling stories that demonstrate Youth Music's social impact.

- Contribute to research, blogs and sector events that strengthen Youth Music's profile and influence.
- Produce insight outputs for a range of external audiences such as funders, partners, policymakers and young people.
- Support colleagues to communicate evidence and learning in engaging and impactful ways.
- Identify opportunities to share learning externally and contribute to sector-wide conversations about equity, youth voice and access to music.

Youth Voice and Equity

- Champion research approaches that centre youth voice, lived experience and participation.
- Apply an equity lens to analysis, helping identify who is benefiting from opportunities, who may be excluded and where action is needed.
- Work with young researchers and members of the NextGen community to co-design and deliver insight projects.

Research and Learning

- Design and deliver primary research and fieldwork, including surveys, interviews, focus groups and consultation exercises.
- Lead and support audience research that help Youth Music better understand and engage key audiences.
- Analyse evaluation data across activities to identify emerging trends, and progress towards outcomes.
- Conduct literature reviews and sector research to inform organisational priorities.

Person Specification

Minimum Criteria

- Minimum 24 months' cumulative experience in relevant research roles.
- Experience translating complex data into easy-to-understand insight for multiple different audiences.
- Experience working with qualitative and quantitative datasets, and advanced Excel skills.
- Experience carrying out primary research, including survey design, qualitative consultation, analysis and dissemination.
- Experience communicating compelling impact through storytelling, digital content and other accessible formats.

Desirable

- Experience working within a charity, agency, youth, or music organisation.
- Experience working directly with young people, supporting participatory research, co-production or youth-led projects.
- Experience designing and undertaking primary research, consultation or audience/user insight projects.
- Experience of monitoring, evaluation and learning frameworks and approaches.
- Experience presenting findings, facilitating learning sessions or contributing to conferences, events or sector networks.
- Experience using data visualisation tools such as Tableau, Flourish, Power BI or similar.
- Experience using statistical or qualitative analysis software such as NVivo or similar.
- A thorough approach to tasks, with strong attention to detail.
- A proven creative thinker, with the ability to generate new, forward-thinking and relevant ideas.
- Commitment to equality, diversity and inclusion.
- Passion for music and an interest in its benefits for individuals and society.

This job description is not necessarily an exhaustive list of duties but is intended to reflect a range of duties the post-holder will perform. The job description will be reviewed regularly and may be subject to change

Process

Applications close on Monday 10th August.

Please note: We reserve the right to close this vacancy early if we receive a high volume of suitable applications. We therefore encourage interested candidates to apply as soon as possible.

We operate a two-stage interview process and send interview questions and tasks in advance of interviews to shortlisted applicants.

1. Stage One: Suitable candidates will be offered an online interview (Microsoft Teams) on Tuesday 18th August.
2. Stage Two: Suitable candidates will then be invited to a second in-person interview. This will be held on Friday 21st August at Youth Music's offices, and will include a written task.

If you are shortlisted for interview, you will receive notification via email by 5pm Wednesday 19th August.

Youth Music will cover reasonable travel expenses for candidates invited to interview.

Due to capacity, only candidates interviewed will receive feedback.

If you have any questions about the application process or the role, please contact jobs@youthmusic.org.uk.

All candidates must evidence that they have the right to work in the UK.

