



Job Description

Role Title	Impact Evaluation Manager
Department	Corporate Services (Governance and Planning Team)
Responsible to	Governance and Planning Manager
Job Level	NFCC Band 4

Summary Purpose

To provide expertise for impact evaluation across NFCC, ensuring that our strategic decisions, products and national initiatives are underpinned by robust evidence. Meeting the requirements for a charity and grant recipient to demonstrate the value and impact NFCC provide to the sector and the public through our work. The role will drive a consistent approach to evaluation, enabling NFCC to understand, demonstrate, and enhance their impact on public safety, prevention, and operational effectiveness.

The role will embed an outcomes-led culture across NFCC, ensuring that all initiatives are designed with clear intended impact and measurable outcomes from the outset. It will strengthen the organisation's ability to produce robust, timely evidence to support governance, assurance, and external accountability, including demonstrating value for money as a national charity and grant recipient

The postholder will act as the organisation's subject matter expert on evaluation, influencing senior stakeholders and embedding a culture of evidence-based decision-making.

Key responsibilities / level of accountability for delivery

Lead and embed evaluation and impact practice

- Lead the development and implementation of an NFCC-wide impact evaluation framework aligned to strategic priorities.
- Embed an outcomes-led, evidence-based approach across NFCC, ensuring initiatives are designed with clear impact and measurable outcomes from inception through to evaluation.
- Champion continuous improvement through the use of evaluation and evidence.



Provide strategic advice and assurance

- Provide expert advice to senior leaders on outcomes, impact, value for money, and performance.
- Provide assurance on the effectiveness and impact of NFCC activities, supporting organisational accountability as a national charity and grant recipient.
- Ensure evaluation supports governance, business planning, assurance, and reporting processes.

Design and deliver evaluation frameworks and methodologies

- Oversee and deliver high-quality evaluations of products and national initiatives.
- Develop and apply logic models, theories of change, outcome frameworks, and performance indicators.
- Ensure application of recognised standards (e.g. Magenta Book and Green Book principles).

Performance, insight, and reporting

- Identify trends, risks, and opportunities to maximise impact and inform decision-making.
- Lead the production and continuous improvement of clear, timely impact and performance reporting for senior leadership, governance forums, and external stakeholders.
- Contribute to organisational performance reporting and accountability mechanisms.

Stakeholder engagement and collaboration

- Build and maintain strong partnerships across NFCC, Fire and Rescue Services, government departments, funders, and external organisations.
- Engage stakeholders to ensure evaluation approaches meet expectations for transparency, accountability, and value.

Capability building

- Provide guidance, coaching, and support to embed evaluation capability across hubs and functions.

Insight & Influence

- Ability to understand and translate complex data, working with our Analysis and Insight team who lead on data analysis and insight.
- Influence senior stakeholders, including Executive Leadership team and national partners, to act on findings.
- Support prioritisation and decision-making through evidence-led approaches.
- Provide impact evidence and evaluation insight to support funding bids, business cases, and strategic investment decisions



Key Relationships

- NFCC Executive Leadership Team
- NFCC Analysis and Insight team
- Hub and Function leads
- UK Fire and Rescue Services
- Ministry for Housing, Community and Local Government and other government departments
- External research, academic, and evaluation partners

Education, Qualifications, Experience

Qualifications/Experience

- Degree (or equivalent experience) in a relevant discipline (e.g. public policy, economics, social research, statistics, data sciences).
- Qualification or experience in evaluation or research methods (desirable).
- Significant experience of leading evaluation, research, or impact assessment.
- Experience influencing senior stakeholders and shaping strategic decisions.
- Experience working in a complex, multi-stakeholder environment (public sector or equivalent).
- Experience within Fire and Rescue Services, emergency services, or public safety sector (desirable)
- Experience in commissioning and managing external research/evaluation (desirable).

Knowledge/Skills

- Expert knowledge of evaluation methodologies (e.g. theory of change, logic models, cost-benefit analysis).
- Strong understanding of government evaluation frameworks (Magenta Book, Green Book).
- Knowledge of performance management, data analysis, and evidence-based policy.
- Highly developed analytical and critical thinking skills.
- Excellent written and verbal communication skills, with the ability to convey complex findings clearly.
- Strong stakeholder engagement, influencing, and negotiation skills at senior level.
- Ability to lead, prioritise, and deliver across multiple workstreams autonomously.
- Proficiency in data visualisation tools (e.g. Power BI, Tableau) (desirable).

Behaviours and Values

- Demonstrates leadership and professional credibility.
- Ability to lead through influence rather than direct authority.
- Promotes a culture of learning, continuous improvement, and collaboration.
- Resilient, adaptable, and able to operate in a fast-moving environment.