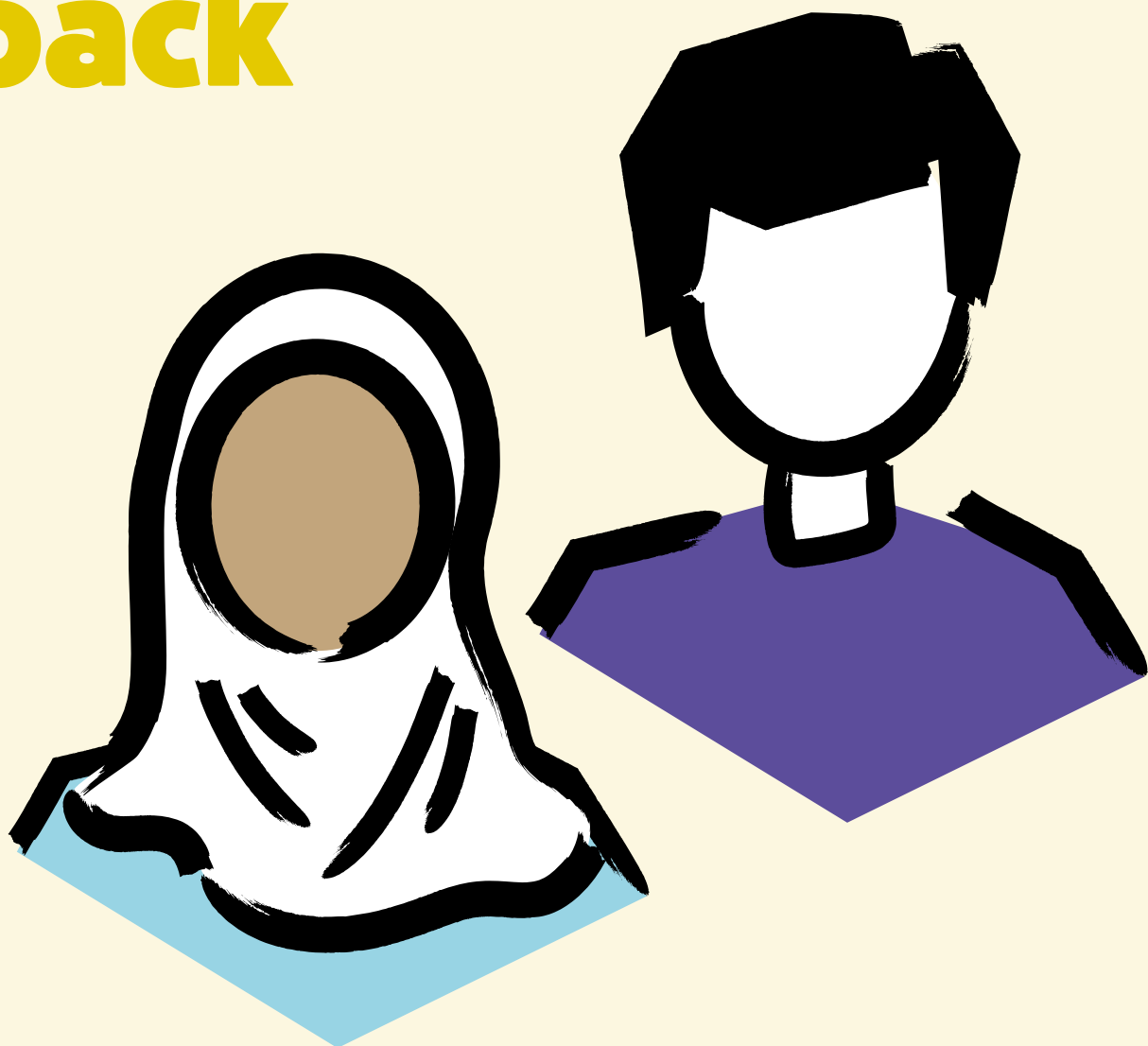


Likewise

**Learning
and Evaluation
Assistant
Information
pack**



Role description

We are excited to be recruiting a new team member to support our ongoing learning and evaluation work. This role will see you support our Research, Evaluation and Learning Lead with developing our organisational learning and improving our offers within our 1-1, community and volunteer development work.

This is a part time role and we are flexible to however the post-holder would like to fulfil their hours. Remote working is also welcome, however some time in the office would be advise in the first few weeks to aid onboarding and learning about our work.

KEY INFORMATION

Title: Learning and Evaluation Assistant

Salary: £28,000 Pro Rata (open to a freelance contract on request)

Hours: 16 Hours a week, hybrid

Based: A combination of our Likewise hub in Swiss Cottage, out in the local community (mostly Camden) and at partner organisations' offices, with the option for some working from home

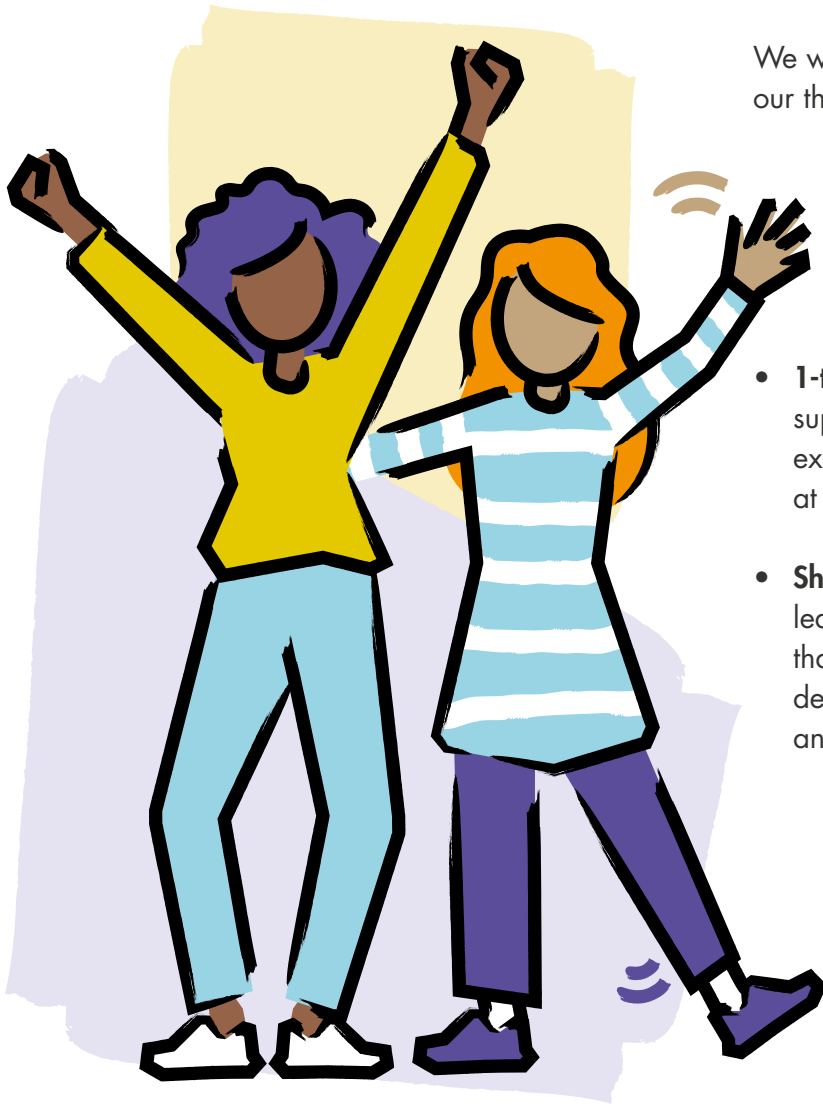
Contract: This is a fixed term contract ending on 31st March 2025 with the possibility of a 6-month extension contingent on funding being secured from our partners



About Likewise

Likewise is an innovative social care and mental health charity working at the heart of the Camden community to support individuals experiencing marginalisation and social exclusion.

Our culture is all about being human together. More human organisations do more human work. We put a lot into having authentic relationships, work hard to support each other's sense of belonging and love learning together through the work we do.



OUR AIMS AND STRANDS OF WORK

At Likewise, we have two aims:

1. We help people navigate life practically and emotionally, feeling a sense of belonging and acceptance.
2. We're also trying to influence change in the local health and care system so that organisations and services become more human, adaptable and responsive to people's lives.

We work towards these aims through our three strands of work:

- **Community** – building safe spaces for people to be themselves, and feel a sense of belonging, connectedness and acceptance.
- **1-to-1 support** – flexible, person-centered support to meet the complexity a person experiences in their day-to-day life, whether at home or out in the community.
- **Shared learning** – providing experiential learning and formal training opportunities that support personal wellbeing and skills development, primarily through our volunteer and placement student programmes.

OUR WAYS OF WORKING

Flexibility

We believe in everyone's intrinsic motivation to do their best work and trust each other to manage working time in the way that best serves the work we're doing. Everyone is free to structure working hours and time in a way that both suits their life and their professional role. Everyone wants to get the most from both.

Bring your whole self to work: it's all welcome.

Our hope is that every person who joins our community – whether as a staff member, community member, student, volunteer or supporter – can feel safe to be themselves. We don't believe that you should have to (or even that you can) leave the rest of your life at the door when you arrive at work. So we are committed to creating work spaces and relationships where our whole authentic selves are welcome.

Notes on equity, diversity and inclusion

We recognise that respecting and valuing our humanity – both what we have in common and what makes us unique - will ensure that our services reflect the needs and experiences of all who access Likewise. We are passionate about Likewise becoming a truly equitable, diverse, inclusive workplace and community. It's also important we name that we're not where we want to be yet with this, and we are continuing to learn and hold ourselves accountable for making this vision a reality.

With this in mind, we welcome applications from candidates of any age, gender identity, race, ethnicity, sexual orientation, religion, or socioeconomic background, and from those living with physical and/or mental health conditions. We also encourage you to let us know if there is anything you need to help you do your best in this recruitment process – we're always happy to discuss options.



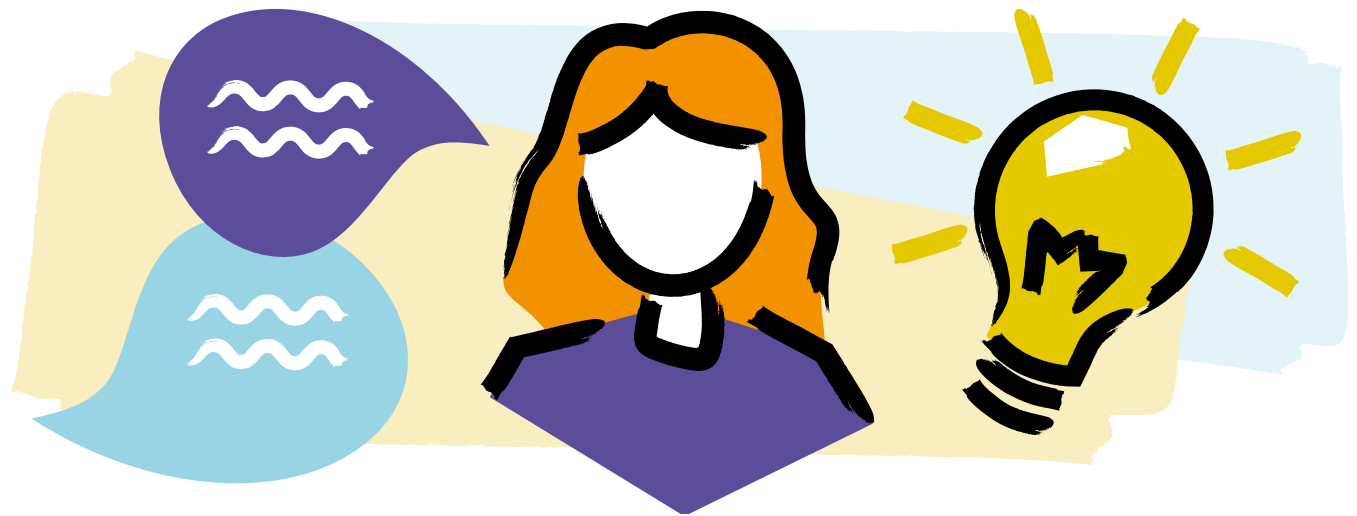
OUR APPROACH TO LEARNING

Learning is at the heart of what we do and is built into our culture. The people we learn from are complex, with diverse contexts, personalities and experiences that we have always tried to account for in our evaluation.

We resonate with the 'Human Learning Systems' approach: www.humanlearning.systems

We take learning from across our work - community activity, 1-to-1 support, volunteer development and internal culture - as well as from wider sector trends and academic research. All of this informs whole organisational strategy, growth, and day-to-day practice. As part of our partnership-working, we need to ensure our data capture aligns with partner needs (eg. NHS, local VCS organisations). We also recognise both the value and the risks inherent in measurement processes, and the post-holder will continue our contribution to the development of genuinely meaningful evaluation across our local area and the sector.

About the role



The post holder will be supporting the work of our current Research, Evaluation and Learning Lead across multiple contracts and streams of work, including the NHS and Camden Council.

The role will be providing additional resource for learning and evaluation at Likewise, as such the duties of the role will vary, however **potential duties will include:**

- Support with our regular evaluation of service-level data and the sharing of this with the wider team, as well as contributing to our quarterly reporting and reporting to funders
- Helping to ensure we have high quality and accurate data available for us and our partners to use
- Inputting into our work with partners to establish person-centred outcome and learning frameworks
- Capturing the voices of our community, as well as the broader community within Camden
- Assisting with our continual learning and feedback loops
- Supporting workshop facilitation
- Researching best practice to inform our ongoing work

The post-holder will work closely with the Research, Learning and Evaluation Lead, this will include being supported through regular supervision with them. This is a great opportunity to provide input and steer to Likewise's work with the community in Camden, and larger services in Camden such as the NHS and Camden Council.

WHAT WE ARE LOOKING FOR

Whilst experience is an asset, a learning mindset is essential to this so we are happy to consider a wide range of backgrounds for this role.

We want someone who:

- Is able to process, synthesise and share learnings from both quantitative and qualitative data
- Possess a sound knowledge of Excel
- Has an eye for systems and processes
- Resonates with our values and is emotionally intelligent enough to be a part of our team and our community;
- Is willing to challenge and be challenged

To apply

We want to make our recruitment as inclusive as possible. If there is a part of this application process where you feel you may need reasonable adjustments to do your best, please get in contact with us to chat this through. The recruitment process for this role will contain two stages:

- A written application (see below for guidance) by 9am on 20th September 2024
- A presentation and interview during the week commencing 30th September 2024

To apply for this role, **please complete this application form before 9am on the 20th September 2024**. This includes space to copy in your CV and supporting statement.

[Link to application form](#)



YOUR CV

We welcome either chronological or skills-based CVs for this role – please use whatever format works best for you. **Please do not include your name or any other personal characteristics on your CV.** This helps us to look at written applications anonymously.

YOUR SUPPORTING STATEMENT

Your supporting statement should address both of the following two questions, and be no more than 800 words long:

- What is at the heart of your offer to Likewise and this particular role in terms of skills, competencies and interests?
- Tell us what learning has meant to you as a person. It may be helpful to consider some, one, or none of the following questions: What learning looked like in your life? How can we use learning to create changes to systems and services? What have been your most meaningful learning experiences?

Likewise

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