

Manager, ImpactEd Evaluation

Job description

Helping schools and education organisations to evaluate their impact, learn from it, and prioritise what is working best to improve outcomes for children and young people

Remuneration	Expected earnings of £37,000 - £42,527 (base: £35,800 - £41,327*) including annual profit share and opportunity for employee shares (through EMI options)
Contract	Permanent. We anticipate this role to be full time but are happy to discuss part-time options.
Benefits	We have a generous employee benefits package that aims to ensure colleagues feel trusted, feel ownership of our business, are connected to one another and can be personally and professionally fulfilled. This includes flexible working, profit share, regular training, individual professional development budget, book allowance and access to mental health support.
Based	We have offices in London and Leeds, but our team work from across the country and we are happy to support remote, hybrid, or office-based working.
Apply	Please apply here by answering 3 work-based scenario questions and uploading your CV.
Deadline	23:59 on 16 th February 2025

The Organisation

ImpactEd Group supports education and purpose-driven organisations to maximise and realise their potential. A growing and skilled team of over 30 people, we help our partners to be consistently impactful and sustainable through a combination of specialist support and use of digital tools.

This role is within our Evaluation Practice. The evaluation team works with schools and organisations, analysing the impact of programmes and interventions to help them do more of what works and less of what doesn't. We work with more than 1,400 schools and 80 education organisations, serving more than a quarter of million pupils. This includes helping our partners to design high-quality research projects, delivering them, and providing systems and tools for data collection, reporting and impact benchmarking.

The Opportunity

The Manager role works across ImpactEd Evaluation. Our partners encompass education organisations such as charities, edtech organisations and government, and schools and multi-academy Trusts. We aim to deliver high-quality research and evaluation projects that help our partners make better decisions to benefit young people.

You will act as a consultant on a range of different partnerships to help partners develop their evaluation strategy and approach. For example, you could deliver independent evaluations for organisations like the Careers and Enterprise Company, Nesta or multi-academy Trusts such as Lift Schools. You will also have opportunities to contribute to development of team strategy and learning and development resources.

As a manager you will act as a project lead, delivering high-quality research projects at scale, and support the creation of specific deliverables for projects led by others. This covers the end to end of research design and delivery, including the creation of Theories of Change and evaluation frameworks, data collection and analysis, and impact reporting to help our partners learn about the effectiveness of their programmes. At manager level you will have the opportunity to take on larger-scope partnerships supported by a project sponsor at senior manager level or above.

We are open to a range of backgrounds, but would expect prior experience of research and evaluation delivery and partnership management. Experience and understanding of the UK education system would also be an asset. Across all our roles we look for team members who are excited by combining research work with listening to partner needs and designing solutions that work for them.

*As part of a commitment to employee ownership, ImpactEd Group has developed a system of ownership awards designed to help colleagues share in the success of the organisation. Indicative earnings account for this. Details available [here](#).

About You

An indicative set of role competencies is outlined below. We are open to a range of experience and backgrounds. Prior experience in research and evaluation and partnership management is important for manager roles, with experience in consultancy, data analysis and report writing and the UK education system being particularly useful.

Values and people	You will be aligned with our organisational values and able to demonstrate them in your work. You will proactively manage, record and plan your time. Roles at manager level will have a good understanding of our organisational values and strategy, be able to provide proactive and ad hoc support to other members of the team and be able to delegate and be delegated to.
Partnership management	You will be able to drive partnerships forward through proactive communication, good project management and follow-up. You will build partner buy-in by involving different stakeholders, and review evaluation plans as needed to ensure we are responding to partner needs. Our projects are assigned to different categories, reflecting their scope, complexity and strategic priority. We have project sponsors who oversee projects and provide support, and project managers who coordinate projects and often lead delivery. All managers are expected to be able to lead larger scope projects (“D” and “E” partnerships). Roles at manager level are likely to manage a mixture of “C”, “D” and “E” partnerships.
Scoping, sales and evaluation design	You will lead evaluation design processes end to end, including creating a Theory of Change, designing research questions and creating evaluation frameworks for complex partnerships with multiple outcomes and beneficiaries. The role will not have direct responsibility for business development but will have opportunities to contribute to sales where appropriate. Roles at manager level are likely to contribute to renewal and upsell processes for projects they are managing, proactively identifying extension opportunities from our existing work.
Data collection and analysis	You will be able to identify a suitable approach for recruiting research participants and facilitate both quantitative and qualitative data collection. You should be able to carry out inferential statistics and analysis independently, including quasi-experimental methods, and conduct thematic analysis on qualitative data, as well data cleaning, matching and processing. You will utilise our School Impact Platform independently to support the delivery of evaluations. You should have a good generalist understanding of data collection/analysis methods, though you may have deeper experience in some areas than others.
Reporting and improvement	You will be able to engage with partners to understand the context and motivation for delivering a report and agree the output accordingly. You will be able to synthesise the key messages and findings from a complex dataset, and report in an accessible and concise way. Roles at manager level are expected to deliver reporting outputs end to end, and help our partners understand how they might use our reports to improve their work.

Why Us?

As well as a commitment to the organisations we work with, we have a commitment to our people and developing the next generation of leaders. Our employee experience is organised around four themes:

- **Trust:** we support hybrid working, offer flexible hours, and provide responsive management.
- **Shared ownership:** we are an employee-owned organisation and look to share ownership with our employees, including through ownership awards, EMI options and transparent governance.
- **Connection:** we pay for your travel, provide termly company offsites, support informal clubs and societies, and provide opportunities for in-person and digital connection between colleagues.
- **Health and fulfilment:** we have an extensive professional development programme, provide an annual books and development budget allowance and offer 3 days of CPD leave per year in addition to annual leave. We offer all employees access to a healthcare plan and wellbeing advice.

As a growing organisation we are committed to diversity and inclusion and providing a positive experience of work and maintain an annual EDI action plan, supported by a Board sponsor.