



**BATTERSEA**

HERE FOR EVERY DOG AND CAT

# RECRUITMENT PACK



# Grants Impact and Evaluation Specialist (BDCH6112) - Battersea London

Battersea is here for every dog and cat and has been since 1860. We are a leading animal welfare charity and over the last 160 years we've grown from one home in London to three rescuing and rehoming centres across the South East. With c600 staff and 1000 volunteers, we have cared for over three million vulnerable animals. We also campaign tirelessly to make things better for dogs and cats, sharing our expertise and educating the public and policymakers about responsible pet ownership. Join us and make a difference for every dog and cat.

Please read the information below thoroughly before starting your application.

## Your Application

Your supporting statement is a very important part of your application. We cannot make any assumptions about your knowledge, skills and experience so the information that you provide in your supporting statement is vital for us to decide whether to shortlist you for an interview.

Please demonstrate how you meet the criteria and our values listed in the person specification, detailing your experience, skills, achievements and/or abilities that are relevant for the role that you are applying for. You should use specific examples. Please do not generalise e.g. "I usually....", or waste your word limit by telling us that you love dogs and cats. We are looking for evidence that you can thrive in the role advertised.

Your statement should not exceed 1,000 words. We recommend you draft and save your supporting statement outside of the application portal as your connection may time out and it is not possible to save this document online for future use.

**Closing date:** 26<sup>th</sup> May 2024  
**Interview date:** 29<sup>th</sup>/30<sup>th</sup> May 2024

If you do not hear from us within 2 weeks of the closing date, please assume you were unsuccessful on this occasion. Please note that we reserve the right to close this post early, should we receive a high volume of applications.

We are committed to providing equality of opportunity and valuing diversity for all current and prospective staff, volunteers and Trustees. We aim to ensure that this commitment, reinforced by our values, is embedded in our day-to-day working practices and our work together. We would particularly welcome applications from black and minority ethnic and disabled candidates, who are currently under-represented at Battersea.

## Working at Battersea

Please note that all offers of employment require:

- References deemed satisfactory by Battersea
- Proof of eligibility to work in the UK

## Data Protection

The information you provide in your application will be used by Battersea Dogs and Cats Home (Battersea) to assess your suitability for the role you have applied for. We will not use your personal data for marketing or fundraising purposes (unless you have previously supported Battersea) and will not share your data with any third parties for their marketing purposes. We will also ask you for sensitive information (such as information relating to ethnicity or sexual orientation), but only to allow Battersea to monitor and report on diversity and equality of opportunities. The provision of this information is entirely voluntary and will not be used in determining whether you are shortlisted for the role you have applied for.

Further information about how we protect and use your personal data is set out in our Job Applicant Privacy Notice or contact our Data Protection office at [DataProtection@battersea.org.uk](mailto:DataProtection@battersea.org.uk)

# Job Description: Grants Impact and Evaluation Specialist

<b>Dept/Team:</b> Insight and Impact (Marketing and Communications)	<b>Location:</b> London (50% Hybrid Working Policy)
<b>Hours:</b> 35 per week, but we're always happy to discuss flexible working, part time hours and job share arrangements	<b>Duration:</b> Fixed Term Contract (12 Months)
<b>Responsible To:</b> Impact and Evaluation Lead	<b>Responsible For:</b> N/A
<b>Works With/Key Contacts:</b> Head of Insight & Impact Impact & Evaluation Lead Impact & Evaluation Officer Data Analyst (Marketing & Comms) Grants Managers Senior Grants Manager Grants and Programmes Officer	<b>Salary &amp; Grade:</b> £40,950 per annum

## Battersea's approach to diversity

Battersea is here for every dog and cat and has been since 1860. We care for animals unconditionally, and we do not judge the owners of pets that need our help. It is this commitment which brings us together as an organisation, and we take great joy and pride in that.

We were founded by a female pioneer, Mary Tealby, who was unafraid to confront convention at a time when women leaders were rare, and animals were not universally loved. Her willingness to challenge the status quo is part of the legacy she leaves with us today, and we celebrate the impact we have made so far because of her vision.

We are ambitious to do more, including helping new populations of animals in new places beyond our centres; and we know we must adapt to the evolving world around us, harnessing the skills, experience, and creative thinking of a diverse workforce to help greater numbers of animals and deliver the impact we all aspire to. And we know that an inclusive environment, where we welcome different perspectives and where staff and volunteers are empowered to be themselves, will ensure we continue to thrive.

We strive to create lasting change for animals and the people that care for them and believe that creating a truly diverse and inclusive Battersea, which is proudly open to all, will be essential in our mission to deliver greater impact for dogs and cats everywhere.

## Main Purpose of the Role

To provide specialist and technical monitoring, evaluation, and learning knowledge to the Grants and Programmes Team and Battersea grantees, and support the Impact and Evaluation Lead in the design and delivery of Battersea's approach to impact and evaluation.

This role will be based within Insight and Impact but work closely with Battersea's Global Programmes Team. The role will be the key point of knowledge and technical support for Grants Managers in ensuring that all potential and awarded grants have an agreed monitoring and evaluation approach, and that portfolio-wide learning can be gathered and applied by Battersea and grantees.

## Responsibilities/Objectives

## Approx % of time

<p><b>Grants Monitoring, Evaluation and Learning</b></p> <ul style="list-style-type: none"> <li>• Support the I&amp;E Lead with the design and implementation of the impact measurement approach for Grants, in line with the organisational approach to impact and evaluation and the Global Programmes strategy.</li> <li>• Manage the ongoing development and coordination of Grants MEL processes in line with the agreed impact measurement approach.</li> <li>• Use specialist knowledge and sector practice to develop tools and guidance to enhance Battersea's monitoring and evaluation of grants at both an individual and portfolio-wide level.</li> <li>• Provide technical MEL knowledge, advice, and guidance to Grants Managers and potential grantees during the grant development process to ensure strong monitoring and evaluation practices are applied.</li> <li>• Provide ongoing technical advice and guidance to Grants Managers and grantees once grants are awarded to ensure ongoing monitoring and evaluation of grants.</li> <li>• Deliver workshops and facilitate capacity building sessions on MEL as required by the Grants Team.</li> <li>• Build and maintain good and trusted relationships with Battersea's Global Programmes team.</li> <li>• Provide in-country or on-site support to grantees as required.</li> </ul>	80%
<p><b>Battersea Impact and Evaluation</b></p> <ul style="list-style-type: none"> <li>• Working closely with the I&amp;E Lead, support the development of organisational impact and evaluation tools, approaches, and guidance as required.</li> <li>• Support the I&amp;E Team in mainstreaming impact and evaluation across Battersea, as required within strategic and operational projects.</li> </ul>	15%
<p><b>Developing a culture of learning</b></p> <ul style="list-style-type: none"> <li>• Collaborate across the Insight and Impact Team to contribute to developing a culture of learning and evidence-based practice.</li> </ul>	5%

The above job description is intended to be an outline of the duties and responsibilities for this role. This is not an exhaustive list, and it is likely to change over time. You may be expected to undertake other duties that are commensurate with this role and grade.

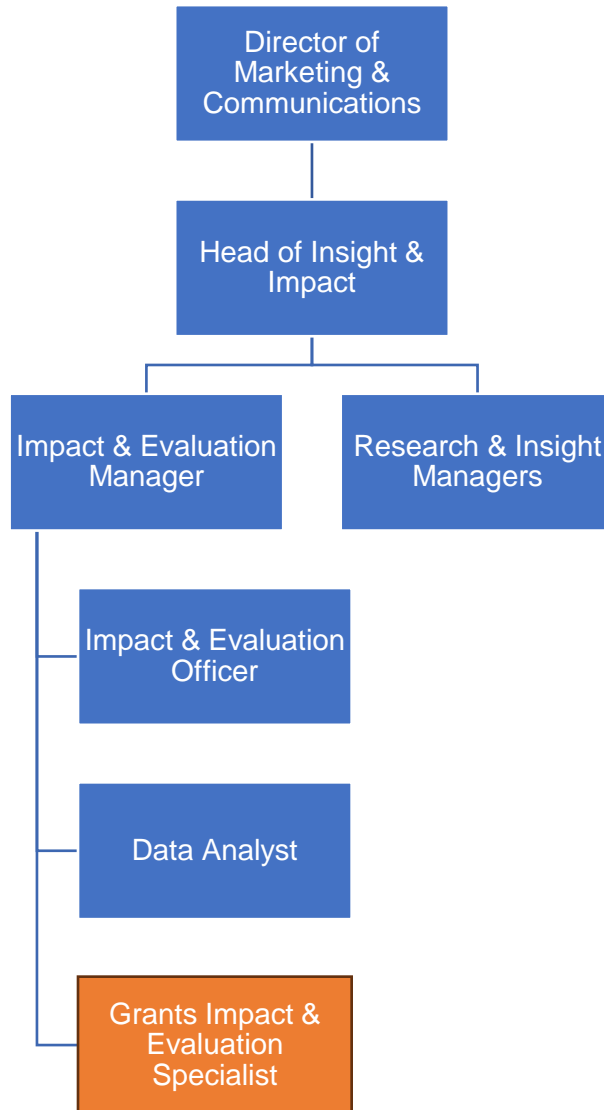
## Person Specification

### Essential

<b>Job Specific</b>	Strong experience in the monitoring, evaluation, and learning of grants within an international context, including impact measurement, systems, and approaches.
	Experience coordinating evaluation studies in a multi-disciplinary, non-academic environment.
	Strong knowledge of quantitative and qualitative research methods in a non-profit or similar operational environment and confidence in analysing and interpreting the data
	Strong understanding of impact evaluation approaches and experience supporting the development of impact frameworks, including theory of change, measurement frameworks and indicator definition and development.
	Able to communicate complex information clearly to a range of both non-technical and technical audiences.
	Experience in capacity building of individuals and/or organisations in MEL, including those with minimal previous experience in this area.

	Experience or understanding of data collection approaches in low and/or medium income contexts.
	Good facilitation and coaching skills.
	IT literate with good experience of either Excel or other statistical analysis software and visualisation software, such as Tableau.
	Strong organisational skills, attention to detail and ability to approach situations methodically
	Able to work independently (while still within supportive nature of a team-based role)
	Active listening skills including the ability to receive, integrate and translate ideas and suggestions from others.
	Good visualisation and dashboard creation skills
	Experience in report writing
<b>Values</b>	CARE - We care wholeheartedly about our mission to be here for every dog and cat, and the work we each do to achieve this.
	EXPERTISE – We are experts at what we do, focusing on continual improvement, learning and growing our expertise, so we can all be the best we can be.
	DETERMINATION – We stay focused and solve problems to achieve our goals and our mission to be here for every cat and dog.
	RESPECT – We treat one another with respect, just as we treat every cat and dog with respect.
	INCLUSION – We champion diversity in all its forms, so that everyone can be themselves and feel valued and included.
	COLLABORATION – We understand that by working together across teams and with our partners, we achieve more for dogs and cats.

## Position in the team



# Staff Benefits

We offer our staff a wide range of benefits to reward them for the value that they bring to Battersea, to support them in their work, to help improve their health and wellbeing, and maintain a healthy work-life balance.

We intend to offer these benefits on an ongoing basis but may amend or withdraw them at any time.

## Pension Scheme

Our group personal pension scheme is available to all members of staff. New staff will be auto enrolled into our pension scheme in their second month of employment, if they meet the eligibility criteria, at our standard rate of 2.67% staff contribution, 5.33% employer contribution. The following month, new starters can choose to increase their contribution rates and so benefit from a higher employer contribution of up to 10%. Because the GPP pension scheme is a salary sacrifice scheme, Battersea will also invest approximately 50% of the savings it makes on Employer National Insurance Contributions into your pension plan.

The contribution levels are as follows:

Staff contribution	Battersea contribution
2.67%	5.33%
3%	6.2%
5%	10.3%

Example of monthly pension contributions for salary of £20,000:

Staff contribution	Battersea contribution	pension
2.67% = £44.50	5.33% = £88.83	
3% = £50.00	6.2% = 103.33	
5% = £83.33	10.3% = £171.66	

## Annual Leave

Staff are entitled to 28 days annual leave (pro-rata for part time staff and in the first year of employment), rising to 29 days after 5 years and 30 days after 10 years employment. This is in addition to eight days paid public holidays every year.

## Health Cash Plan

Battersea offers a healthcare cash plan free of charge to all staff, using a provider called Simply Health. This cash plan enables staff to claim 100% of the costs of everyday healthcare, such as dental treatment, eye tests, glasses, contact lenses, physiotherapy, chiropody, osteopath, chiropractor, health screening and much more, up to annual limits.

## Gym Membership

Staff who choose to join the Cash Health Plan can get discounts of up to 20% off a range of independent and chain gyms, including Fitness First, LA Fitness, Virgin Active and David Lloyd.

## Season Ticket Loan

Interest free season ticket loans are available to all staff after two months of employment with Battersea.

## Cycle to Work Scheme

We offer a Cycle to Work Scheme to encourage health and fitness. This enables you to save up to 40% of the cost of the purchase of a bike and safety equipment, up to a maximum value of £2,500 including VAT, by having this cost recovered from salary over a 12-month period and so saving tax and National Insurance on this cost.

## Paid Maternity Leave

All pregnant staff are entitled to up to 52 weeks' maternity leave regardless of length of service. Staff who have worked with Battersea for more than 12 months by the time their baby is born receive enhanced

maternity pay of 12 weeks full pay, with the remainder of their maternity leave being paid under Statutory Maternity Pay arrangements.

### **Paid Paternity Leave**

Fathers to be or staff who will share the responsibility with a partner for bringing up a child, may have the right to Statutory Paternity Leave and Pay.

Staff who have worked for Battersea for more than 12 months by the time their baby is born receive enhanced paternity pay of two weeks full pay.

### **Employee Assistance Programme**

We offer a Staff Assistance Programme to all staff free of charge. It offers completely confidential and impartial support, information, and counselling service to staff on legal, financial, debt management and emotional issues.

### **Life Insurance**

All staff are covered by our life insurance scheme, which provides a nominated beneficiary/ies with a lump sum equivalent to four times the staff's salary in cases of death whilst in employment at Battersea.

### **Uniforms for all Operational Staff**

Free uniform is provided for all operational and clinic staff.

### **Veterinary Treatment of Staff Animals**

We provide cost price veterinary treatment for staff with ex-Battersea dogs and cats.

### **Discounted Pet Insurance**

We offer staff a 20% discount off the cost of Petplan insurance.

### **Discounts in our Shops**

We offer our staff a 25% discount in our shops.

### **Professional Membership Fees**

After two months service, staff in roles where ongoing membership of a recognised professional body, (where this membership is gained through a qualification), is an essential requirement in the person specification for their job can claim the cost of one membership fee per year up to a maximum of £400.

### **Sabbatical Leave**

Staff who have worked with us for five years or more can request six months unpaid sabbatical leave for personal or professional development, such as learning new skills or travel.





Battersea Dogs & Cats Home is a charity registered in England and Wales (206394)  
Registered Office: Battersea Dogs & Cats Home, 4 Battersea Park Road, London, SW8 4AA.