

Thank you for considering a **Research and Evaluation Manager** role with Redthread. We are a team of compassionate, collaborative and courageous professionals committed to empowering young people to change their lives.

Please check out our [website](#) for more information on the services we provide and learn more about us, including our commitment to safeguarding, equity, diversity and inclusion. Here is an [animation](#) that was created with our Youth Ambassadors, and these clips, [C4 News- Young Women's Service](#), [BBC News - YVIP](#) and ['A day in the life'](#) will give you a taste of what we do every day.

Job Description

Post Title:	Research and Evaluation Manager
Location:	Hybrid working from Redthread Head office in Brixton, London with flexibility to work some days from home. Regular site visits in London and Birmingham are required.
Hours:	37.5 hours per week.
Salary:	£41,916 per annum + benefits
Contract type:	12-month fixed term, with the possibility of extension subject to funding.
Responsible to:	Head of Policy and Research

Purpose of the Post

We are seeking a dynamic and experienced Research and Evaluation Manager. The primary focus will be on leading our research and evaluation to demonstrate and maximise our impact for young people, funders and wider sector stakeholders, along with driving our journey towards becoming a gold-standard learning organisation.

We are committed to putting children and young people at the heart of everything we do and making sure we learn from and continuously improve the impact of our services. This role is critical to our ability to demonstrate our impact, innovation, and thought leadership and to support our strategic goals.

We need someone who can think analytically and creatively, works collaboratively, and has a good hands-on understanding of research and evaluation methodologies and approaches. To succeed in this role, you will need to be a confident leader, experienced in a range of research approaches, have excellent project management skills, and be able to engage with internal and external stakeholders at all levels.

You must also be a skilled communicator, as comfortable building a relationship with a team member as you are liaising with our clinical colleagues, academic evaluators and funders.

Day to day, this role is pivotal to Redthread as it engages and underpins all our functions, from services, fundraising, and policy, to external communications. They will report to the Head of Policy and Research and provide expertise and specialist guidance across the organisation.

Main Duties and Responsibilities

- Champion and implement evidence-led approaches to ensure that high-quality research and evaluation drive and support our service development, innovation, influence, income generation, and organisational strategy.
- Create and deliver our research and evaluation strategy in conjunction with the service, fundraising, communication and policy teams to support and inform the successful delivery of our organisational strategic priorities.
- Project manage a mixed portfolio of funders, independently commissioned and internal process and impact evaluations, and act as an efficient mediator between internal and external stakeholders to ensure appropriate methodologies, co-production and effective coordination.
- Develop, conduct and write high-quality primary research, external evidence reviews and internal evaluations.
- Ensure all our research, insights work and evaluations are academically robust, well-designed, consistent, and effective in identifying our impact and areas for service improvement, innovation, fundraising, and policy influencing.
- Work towards embedding youth participation, co-production and peer research more firmly into impact measurement, research and evaluation activities.
- Provide organisational expertise and support on developing, implementing and reviewing Theories of Change, project logic models, outcomes frameworks and robust impact measurement.
- Provide expertise and engage across our Service, Fundraising and Data & Insights Teams to ensure consistent use of our assessment framework, logic models and impact measurement processes and foster a culture of dynamic review so that learning is embedded in all that we do.
- Work closely with the Data and Insights Manager to make sure our monitoring and evaluation systems are effective and well-implemented, ensuring high quality data for research and evaluation projects.
- Support the Executive Team, Head of Policy and Research, Head of Income Generation and Communications Manager to position Redthread firmly as an innovator and thought leader in the youth, violence reduction and health sectors by effectively communicating our research and innovation findings and by maximising opportunities for participating in national research programmes.
- Work with the Fundraising Team to ensure that impact and evaluation is embedded and funded consistently throughout all our funding processes and business development.
- Collaborate with the Head of Policy and Research to address identified impact and evaluation gaps, and to utilise insights and conduct primary and collaborative research to shape policy positions and influence local, regional and national policy agendas.

- Publish and present findings in relevant best practice spaces, and network to develop further opportunities for collaboration in research or evaluation programmes.
- Triage, assess and coordinate all external data, insights and research requests.
- Undertake horizon scanning activity, monitoring developments and emerging evidence and practice in the youth and health sectors.
- Keep up to date with current best practice principles as they relate to social sector research and evaluation.

General responsibilities of all Redthread staff

- Actively participate in staff meetings, session evaluations, supervision/reviews and planning sessions and in Redthread's overall development, including input on the needs of young people, ideas for new projects, and the ongoing development of existing projects.
- Assist where possible with fundraising events and fundraising, including the maintenance and growth of the regular supporter network, and to assist in promoting the organisation's work with young people to the wider community.
- Assist in maintaining good working relations with Redthread's stakeholders, project partners and other agencies and represent Redthread at external meetings as required.
- Encourage and enable young people to participate in all forms of decision-making and management of Redthread's projects, with the ultimate aim of empowering them to shape the services and activities provided for them. To ensure that all young people have equality of access and that the programme promotes opportunities for all young people.
- Assist the team in ensuring that all Redthread policies and procedures are followed, including Health and Safety, Safeguarding, Data Protection and Equal Opportunities. Report any concerns to an appropriate member of the Leadership Team.
- Work as a member of the Redthread team and assist as required across all the organisation's projects, carrying out any other duties that may be required to meet the needs of the organisation.

This job description is not exhaustive and is subject to review in consultation with the post holder and according to future changes/developments within the organisation.

Person Specification

The criteria below do not necessarily have to have been in paid work. Please think about other experiences such as voluntary, personal experience when considering them.

	Essential	Desirable
Experience	<ul style="list-style-type: none"> • At least two years of experience in impact, research and evaluation roles within the not-for-profit sector • Experience of designing and delivering research or evaluation projects and methodologies that are robust and meet internal and external stakeholder needs • Demonstrable experience in applying appropriate qualitative and quantitative research methods • Experience in developing logic models, outcomes frameworks and measurement metrics for service review and impact measurement purposes • Experience in supporting embedding evaluation and learning processes across service delivery and functional teams • Track record of effective research and evaluation dissemination, including experience of writing evaluation reports and primary research briefings for publication • Experience in relationship management with senior external stakeholders • Experience of managing budgets and financial reporting relevant to research and evaluation projects 	<ul style="list-style-type: none"> • Experience of Salesforce as a case management and impact monitoring system • Experience in coordinating or supporting Theory of Change development • Experience of youth participation or peer research
Knowledge	<ul style="list-style-type: none"> • In-depth expertise in research and mixed-method evaluation methodologies, including quasi-experimental methods, survey designs, interviews, focus groups and external evidence reviews • Knowledge of trauma-informed and equitable principles in research and evaluation • Thorough understanding of research ethics, consent processes and GDPR 	<ul style="list-style-type: none"> • Understanding of the youth, health, and/or violence intervention sectors

Skills	<ul style="list-style-type: none"> ● Strong project management skills and the ability to drive projects forward across complex partnerships for a successful outcome ● Outstanding oral and written communication skills, also appropriate for external stakeholder audiences ● Strong skills in synthesising and sharing complex quantitative and qualitative findings in clear, succinct and convincing ways ● High level of data literacy with strong numerical and Excel skills ● Ability to engage and enthuse practitioners and service teams into service review and evaluation ● Ability to work independently and as a member of a multi-disciplinary team 	
Qualifications	<ul style="list-style-type: none"> ● Masters/MSc in a relevant field 	<ul style="list-style-type: none"> ● Working towards or holding a doctoral-level qualification
Professional Attributes	<ul style="list-style-type: none"> ● Enthusiasm for Redthread’s work ● Approachable, self-motivated and committed to continuous personal development ● A commitment to and understanding of equal opportunities as they apply to all aspects of Redthread’s work 	

IMPORTANT INFORMATION

Pre-employment Checks

Any Employment with Redthread will be subject to the following pre-employment checks prior to your start date:

- a satisfactory police record check to include a Disclosure and Barring Service (DBS) check and/or an International Criminal Record Check (If applicable)
- receipt of satisfactory references covering the last 5 years of employment/education
- at least one face-to-face interview for service roles
- proof of and continuous eligibility to work in the UK

How to apply:

If this sounds like the right role and organisation for you, apply by following the link below.

We will accept applications until **10 am on Wednesday, the 5th of June, 2024.**

Apply Now: <https://app.beapplied.com/apply/4xtmhr5lwe>

Please note: If we receive a high number of applications, we reserve the right to close the advert before the closing date. Therefore, early applications are encouraged.

- Shortlisted candidates will be invited to an online interview on the **10th of June, 2024.**
- The second round will take place at our Head Office in Brixton, London, on the **14th of June, 2024.**
- A written test may be part of the recruitment during the first or second interview round, which we will confirm with the interview invitations of shortlisted candidates.

We are committed to taking an inclusive approach to recruitment and selection whilst ensuring there is no discrimination in our processes and that our team and prospective employees are treated fairly, with respect and without bias.

Reasonable adjustments to the interview process can be made to accommodate additional requirements. Applicants are encouraged to highlight any specific adjustments needed to enable participation in the recruitment process.

Redthread is not a Home Office-licensed visa sponsor; evidence of the right to work in the UK will need to be provided.

For more information, or to request reasonable adjustments please contact applications@redthread.org.uk or call our HR team on [020 3744 6888](tel:02037446888)