



Social Impact Fast Track

ImpactEd Group's two-year consulting and evaluation career and leadership development programme, working in in the UK education sector



Welcome to ImpactEd Group

We are delighted to be launching the Social Impact Fast Track, a two-year career and leadership development programme which will enable you to develop as a future leader within consulting and evaluation in the education sector.

About ImpactEd Group

[ImpactEd Group](#) supports education and purpose-driven organisations to maximise their potential. We do this by helping our partners to be consistently impactful and operationally sustainable. ImpactEd Group is made up of [ImpactEd Consulting](#) and its specialist practices, [ImpactEd Evaluation](#), ImpactEd Philanthropy and our most recent practice ImpactEd Data and Artificial Intelligence. Drawing on our domain expertise and technical skills in these areas, ImpactEd Group aims to be the first port of call for leaders across the education ecosystem. Since being founded in 2017, ImpactEd Group has worked with thousands of schools and hundreds of organisations, serving more than a quarter of a million pupils annually. Our strategy commits to systemic impact by helping our partners to make better decisions. We also empower our team to make decisions on behalf of the organisation as part of our aspirations for employee ownership.

About the programme

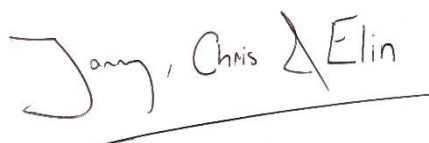
As well as a commitment to the organisations we work with, we have a commitment to our people and developing the next generation of leaders within the social impact, consultancy and evaluation sectors. We are excited to launch our two-year career and leadership development programme which will provide an opportunity to work within, and rotate between, our organisational practices.

We are delighted that you are interested in joining the Social Impact Fast Track. In the first year of your programme you will join the team as an Analyst and, subject to successful completion of year one, in year two you will progress to Senior Analyst. During your two-year programme you will work within at least two of our organisational practices. You will work directly with our partners, understanding their needs and supporting them to maximise their impact. During the programme you will also lead pro-bono projects for our corporate social responsibility partners.

In addition to gaining experience with our partners and within our teams, you will undertake a structured learning and development programme which includes mentoring from one of our Group Directors, and regular learning and development sessions including a dedicated professional development budget. Between years one and two you will receive a two-week paid break and a budget of up to £1500 to complete a research project on 'Impact and Sustainability' and report your findings back to representatives of our Group Board. You will also have the opportunity to have a two-week placement in one of our partner organisations, to help you develop your professional skill set. At the end of the programme we expect a number of participants to apply for and progress into our Officer and Manager roles, or look to secure positions with our partners or other like minded social purpose organisations.

This programme is an opportunity to work within a growing education-focused social enterprise and contribute to directly supporting our social purpose organisations. This programme is open to applicants from a range of backgrounds, whether you are a recent graduate, returning to work or looking for a career change.

We are excited to launch this programme and we look forward to receiving your application.



Jonathan Boddington, Dr Chris Wilson, Elin de Zoete

Group Directors, ImpactEd Group

Social Impact Fast Track Programme

Your role

The Social Impact Fast Track is a chance to join the ImpactEd Group team on a two-year programme, gaining first hand exposure to the consulting and evaluation work we do with education and purpose-driven organisations.

Year one: Analyst

You will join ImpactEd Group as an Analyst and will rotate between two of our organisational practices. During your rotation, examples of tasks in each Practice include:

ImpactEd Evaluation

- Helping to deliver research and evaluation projects for schools and education organisations.
- Supporting senior members of the team with partnership delivery and administrative tasks to support a partner's journey. This could include desk research, running focus groups, data analysis tasks and using our impact evaluation tools.
- Contributing to the analysis and writing of partner reports, for example data cleaning and matching, analysis of quantitative and qualitative data, and summarising of key themes.

ImpactEd Consulting, including ImpactEd Philanthropy and ImpactEd Data and AI

- Working as part of project delivery teams, including attending and participating in partner meetings, project administration and research.
- Shadow directors working on business development and partnership management.
- Working on a range of consulting engagements across our partner portfolio.
- Leading engagements with our CSR partner, providing pro-bono consultancy services. This will be supported by your Group Director mentor and an internal project sponsor.
- Supporting more senior members of the team with client delivery, including organising and observing stakeholder meetings, organising our Research Associates and carrying out desk-based research.

Between year one and two, you will undertake a paid research project, including a personal research budget and presentation to our Board.

Year two: Senior Analyst

Following the completion of year one, you will become a Senior Analyst and continue to rotate between two of our organisational practices.

In addition to embedding the expertise learnt during year one, year two will develop your leadership skills:

- Lead on particular partner-facing engagements to further develop your leadership and partnership management skills
- Begin to work on evaluation design and/or project management
- Continue your pro-bono consultancy work with our CSR partner.
- Be involved in creating reports and recommendations for our partners based on their needs

Following the completion of year two, Senior Analysts would be able to apply for a permanent position if one is available.

Learning and Development

During your two-year career and leadership development programme you will receive structured learning and development which will enable you to develop as a future leader within the consulting and evaluation sectors. Your learning and development will include

- Structured learning and development sessions with your cohort, led by internal experts.
- Attendance at our three all Company offsites, including two annual residentials that have a significant focus on L&D.
- Participation in our New Joiner Induction Programme.
- A learning and development budget, with protected learning and development time.
- Access to an annual books and subscriptions allowance.
- An internal mentor from our team of Group Directors.
- Line management from within your team, and opportunities to observe and learn from senior colleagues.
- Undertake a two-week placement in one of our partner organisations.

In addition, you will undertake a two-week funded research project and you will have the opportunity to present your research to the ImpactEd Group Board of Directors.

Role Specification and Application Process

Job Title	Year one: Analyst Year two: Senior Analyst
Salary	Year 1: indicative earnings of £31,020 (base salary: £29,820) Year 2: indicative earnings of £32,360 (base salary: £31,160) <i>Indicative earnings include our Employee Ownership Award - a form of profit share.</i>
Contract	Fixed term from start date for 24-month period. We anticipate this role to be full time but would be happy to discuss part-time and flexible working options.
Benefits	Flexible working; structured training programme; individual professional development budget and leave allowance; personal book budget; dedicated mentor; access to free therapy and wellbeing support; flexible benefits.
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.
Start Date	As soon as possible
Deadline	We have a rolling application process. Our next application review point will be on 21 st October 2024. Please submit your application by Sunday 20th October at 23:00.
Application	Please apply here by uploading your CV and completing 4 application questions. If you have any questions, email recruitment@impactedbackgroup.uk . <i>Please note - we are likely to recruit more than one candidate for the pathway programme, building a cohort over time.</i>

About you, why us and D&I

About You

We are looking for individuals with relevant professional experience, although it may be in a different sector or setting.

Please note, this is not a graduate programme and candidates need sufficient professional experience to meet the requirements of the role.

Successful candidates will have the following attributes, though you might be more experienced in some areas than others:

You should be:

- Purpose-driven: You are committed to the ImpactEd Group mission and strategy. You have an interest in the UK education system and our organisation's position within the sector.
- A problem-solver: You can quickly understand new contexts, identify challenges and develop solutions.
- Detail-driven: You have good attention to detail and enjoy setting up and working to clear processes.
- A relationship-builder: You have an ability to build strong, trusting relationships that last.
- A communicator: You can listen attentively, and write and speak clearly, confidently. You work well as part of a team.
- Curious: You are a proactive and independent learner with the aspiration to rise to new challenges.

You may have:

- Interest or experience in partnership or project management
- Experience of data analysis or report writing
- Experience of consulting, evaluation or working within the UK education sector
- Experience of leading projects

Why us?

As an organisation we care deeply about creating a meaningful place to work and supporting people to grow personally and professionally. These are reflected in our commitments to:

- Agile and flexible working: responsive management, flexible hours, hybrid or fully remote working
- Personal excellence: we invest significantly in professional development, including a mentor for every staff member, an individual CPD budget, and formal and informal training and support
- Mental health and wellbeing: access to health and wellbeing advice and free therapist support.
- Flexible benefits: access to a flexible benefits provider including Cycle2Work schemes, MediCash and a benefits portal

Diversity and Inclusion at ImpactEd Group

As a growing organisation we are committed to:

- Becoming increasingly representative of the sector and geographies that we operate in.
- Maintaining an annual EDI action plan - led by the internal team and supported by a Board sponsor.
- Implementing an anonymised application process, using Be Applied which aims to reduce bias in the recruitment system.