



Impact & Learning Manager

July 2026

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1. The Role

Job Title:	Impact and Learning Manager
Hours:	37.5 hours per week (full time)
Reporting to:	Head of Impact and Network Engagement
Salary	£45K per annum
Contract	Fixed Term 12 months with possibility of extension subject to funding

2. Role Purpose

This role combines clear ownership of defined core responsibilities (What you will Lead) with an expectation to contribute flexibly to wider organisational priorities.

You will lead on key areas of delivery while also working collaboratively across the organisation to support shared goals, adapt to changing needs.

The core purpose of the role is to manage YBI's impact measurement, coordinate programme monitoring, evaluation and learning (MEL), strengthen data quality and generate actionable insights that inform organisational decision-making.

You will also support the delivery of member engagement initiatives, learning activities, communities of practice, and member experience evaluation, helping to ensure excellent experience in the network

3. What you will lead

Your core responsibilities are:

- i) Lead the day-to-day implementation of YBI's MEL framework.
- ii) Coordinate programme evaluations, surveys and research activities.
- iii) Support organisational KPI collection, validation and reporting.
- iv) Produce dashboards, analysis and reports for internal and external stakeholders.
- v) Develop practical learning products including case studies, insights and guidance
- vi) Support the delivery of YBI's member engagement activities.
- vii) Coordinate webinars, workshops and member learning events.
- viii) Support implementation of the membership engagement plan.
- ix) Monitor member participation and engagement metrics.
- x) Gather member feedback and support continuous improvement of member services.

4. Wider Organisational Contribution

In addition to your primary responsibilities, you will be expected to contribute to the wider work of the organisation by:

- Work collaboratively across the programme, development, communications, and finance teams.
- Contribute evidence and insights that support fundraising and business development.
- Help strengthen YBI's reputation through high-quality impact reporting and learning products.
- Champion evidence-based decision-making across the organisation.
- Foster collaboration across the global network

5. About You

Core Expertise & Experience

- Significant experience in Monitoring, Evaluation and Learning within an international development, NGO or membership organisation.
- Experience managing organisational performance and reporting systems.
- Experience designing and implementing surveys, evaluations and learning activities.
- Experience analysing quantitative and qualitative data.
- Experience producing reports for donors and senior leadership.
- Experience coordinating projects involving multiple stakeholders.
- Experience facilitating workshops or learning events.

Skills & Capabilities

- Strong analytical and problem-solving skills.
- Excellent written communication and report writing.
- Project and stakeholder management.
- Ability to simplify complex evidence into practical insights.
- Excellent planning and organisational skills.
- Strong facilitation and presentation skills.
- High attention to detail.
- Collaborative and relationship focused.
- Comfortable managing multiple priorities.
- Digital confidence, including experience with Excel and data visualisation tools
- A proactive mindset with a commitment to continuous improvement.

Flexibility & Collaborative Working

- Demonstrates adaptability in a changing environment
- Comfortable contributing beyond core specialism where required
- Strong team player with a collaborative mindset
- Willingness to support wider organisational priorities
- Solutions-focused approach to challenges

How to apply

- If you are interested in applying, please send your CV (maximum 2 x A4) and cover letter.
- **You must ensure that these documents clearly demonstrate the expertise, skills, experience and competencies required for this role as they will be used to shortlist you.**
- Closing date: 15th July 2026. *Please submit your application as soon as possible as we will be considering applications and interviewing on a rolling basis and may close the advert sooner.*

Use of AI

We recognise that artificial intelligence (AI) such as 'ChatGPT' etc can be useful for applicants e.g. to shorten an initial draft, so we do not attempt to have an absolute ban on AI in applications. However, we would caution applicants not to rely too much on AI in drafting your application. We want to hear your authentic voice arising out of your experience, and we will be looking for answers that use examples and experiences that are specific to you. You are more likely to be able to produce that kind of content yourself than AI will.

The Interview Process

- We will have a panel interviews online – dates TBC as interviews will take place on a rolling basis.
- Shortlisted candidates will be asked to complete a work sample/skills test in line with the requirements of the role.

About YBI

We are the global leader in youth entrepreneurship. For over 25 years we've combined global influence with local knowledge and experience.

At Youth Business International we support aspiring young entrepreneurs around the world to start, scale and sustain their businesses.

We develop and scale the most effective solutions to help young entrepreneurs succeed, from developing business skills, driving innovation and nurturing talent to unlocking finance and access to markets.

Our model

We are the only global organisation dedicated to youth entrepreneurship and combine global influence with local knowledge and experience. All work with young people is delivered by and designed in consultation with local experts and organisations, enabling us to successfully deliver global programmes with bespoke solutions in varied contexts.

Our model enables us to deliver a wide range of solutions that span geographies, respond to thematic priorities and evolve with new technologies and fresh challenges.

The Network Team

The driving force behind the YBI network is *The Network Team*. Based in London, UK, this passionate team are committed to growing the network, sourcing funding opportunities and equipping members with the most effective solutions to empower youth with the right tools to start and grow sustainable businesses.

To find out more about us, please see <https://www.youthbusiness.org/>

Benefits – What YBI can offer

We believe YBI is a great place to work and our benefits include:

- Flexible working hours – our core working hours are Monday to Friday from 10am-4pm, alongside additional time before or after this time to a total of 7.5 hours per working day. We are happy to discuss any other flexible working models you would find helpful to support your work-life balance.
- Holidays - You will be entitled to 25 days paid leave in addition to the normal UK Bank and Public Holidays per annum for the full leave year. Leave entitlement increases by 1 day per annum up to a maximum of 30 days.
- Pension Scheme - a 5% employer contribution from YBI with employee's minimum contribution of 3%.
- Group Life Insurance for all employees from first day of employment (Death-in-service benefit will be 3 x salary)
- Access to Healthcare Cash Plan benefit (which includes Employee Assistance Programme) after successful probation.
- Enhanced Maternity and Paternity Pay
- £250 (gross) subsidy for your home workstation set-up

Our Approach to Hybrid Working

YBI works in a hybrid way. In practice, this means that most of us work from home for a significant portion of the week. We do not have a minimum requirement for being in the office. However, YBI believes coming together in person in an office environment or elsewhere offers real benefits for in-person collaboration, welcoming new colleagues and socialising opportunities.

It is, therefore, a requirement that all employees attend the following in-person meetings/gatherings:

- i. 3 – 4 Network Team Away Days per year
- ii. Team Meetings as arranged by each team (usually monthly)
- iii. Any other role-specific or organisational meetings and events at various times.

All staff need to cover the cost of travelling for these.

Equal Opportunities

YBI is an equal opportunity employer, and we are committed to ensuring representation of people from all backgrounds regardless of their gender identity or expression, sexual orientation, race, religion, disability, age, ethnic or national origin, or any other aspect which makes them unique. We welcome applicants from all backgrounds to apply and would encourage you to let us know if you require any adjustments we can make to ensure that our recruitment process enables you to present yourself in a way that makes you comfortable.

GDPR

At YBI, your right to privacy and confidentiality is important to us. By applying for this job, your information will be entered into our recruitment system for YBI's employment purposes only and for no longer than one year after the post has been filled; then, personal data will be disposed of in the GDPR compliant manner. We store all data securely and will not disclose it to any third parties without your consent.