

RESEARCH AND LEARNING MANAGER

Dated: February 2019

Contract: full time, permanent

Salary: £38,000 – £48,000 per annum dependent on skills and experience (we expect to appoint between £38,000 and £42,000 but would consider up to £48,000 for exceptional candidates)

Location: Hackney, London with some national travel

About the Centre for Youth Impact

The Centre for Youth Impact is a small charity with a UK-wide reach. We support a community of organisations committed to working together to progress thinking and practice in impact measurement in provision for young people. Our vision is for all young people to have access to high quality programmes and services that improve their life chances. We believe that embedding more meaningful approaches to evaluation, quality improvement and impact measurement at the heart of resilient, learning organisations is key to achieving this vision.

The Centre for Youth Impact was established as a partnership initiative in 2014 and became an independent charity in 2018. We are funded by a range of supporters, including central government, the National Lottery Community Fund, the Paul Hamlyn Foundation and the Esmée Fairbairn Foundation. The Centre's eight-strong team works nationally from its offices in East London, including supporting our regional network leads across England. This year will also see our work expand into Scotland, Wales and Northern Ireland.

The Research and Learning Manager will contribute both capacity and high-level expertise to the Centre's small, dynamic staffing structure: this role will work alongside and support a small team to deliver complex and cutting-edge programmes of work aligned with the Centre's strategic vision. The Research and Learning Manager will have almost unparalleled opportunities to convene and work closely with committed groups of funders and practitioners to learn about and test new ways of understanding impact and quality in youth work and provision for young people. The post holder will work also closely with the colleagues in the Networks and Practice Development team to ensure that we are integrating our learning from our capacity building and support role to the UK youth sector with our research activities.

We are looking for an outstanding candidate who is energised and excited by the opportunities to work with and alongside the youth sector to affect change. We need a highly-skilled and imaginative researcher, who understands and can communicate the science and evidence behind impact, measurement and improvement in social programmes. We need this to sit alongside skills in capacity building: supporting organisations to put new approaches into action. We also need an accomplished project manager who is comfortable keeping large and detailed programmes of work on track. You will need to have an appetite for understanding and navigating complexity, with an inquisitive mind and interest in youth-focused public policy and system dynamics. You will also need to be comfortable working in a small charity, requiring agility and adaptability to respond to fast-moving opportunities. We take a coaching approach to all of our work, so skills and experience in this area will be an advantage.

If all of the above sounds appealing, then please send a copy of your CV and a covering letter (up to 800 words) that states how you meet the requirements set out in the person specification to sarah.rose@youthimpact.uk with the subject line 'Research and Learning Manager application'. Please include in your letter your current salary. Please also complete the anonymous equality and diversity survey form as part of the application. We see particular strength in diversity, and welcome applications regardless of sex, gender, race, age, sexuality, belief or disability.

The deadline for receipt of your application is 5pm on Thursday 28th February 2019. Applications received after this time will not be considered.

First round telephone interviews will be held on 7th and 8th March, with final round interviews on 19th and 20th March at our offices in Hackney Central, E8.

For more information about us please visit the Centre for Youth Impact's website: <http://www.youthimpact.uk/> If you have any questions about the role, please email Bethia McNeil, CEO, on bethia.mcneil@youthimpact.uk to arrange an informal conversation.

RESEARCH AND LEARNING MANAGER
Purpose of the role
This role will oversee and contribute to the high quality delivery of large and complex research and evaluation projects, including supporting and nurturing a small team (including a research and learning officer and assistant).
Key deliverables
<ol style="list-style-type: none"> 1. Successful delivery of research projects including the Youth Investment Fund evaluation and pilot of the Youth Program Quality Intervention in the UK 2. Development and communication of a robust evidence base for a range of embedded, actionable and shared evaluation approaches across UK youth settings 3. Leading on the design and implementation of the Centre’s internal evaluation 4. Nurturing the Centre’s research and learning team to continually improve their skills and knowledge through empowering line management and coaching 5. Working alongside colleagues to contribute to the Centre’s overall strategic development and sustainability, with a particular focus on research, learning and capacity building
Person specification
<ul style="list-style-type: none"> • Identify with and embody the aims and ethos of the Centre for Youth Impact including valuing collaborative approaches, challenging and supporting those we work with, and being curious and questioning • Outstanding project and people management skills • Focused and thoughtful researcher, balancing project delivery with wider sector engagement • Track record of relationships and influence through inspirational communication and passionate advocacy • High level qualitative and quantitative research and evaluation skills, including data analysis, with the ability to balance rigour with practical application • Experience of income generation in order to grow new programmes of work • Good applied understanding of the evidence base and research context for youth work and provision for young people

JOB PROFILE	
Job title	Research and Learning Manager
Accountable to	CEO
Location	Main office in Hackney, East London
Salary	£38,000-£48,000 dependent on skills and experience
Contract	Permanent
Hours of work	Full time, 35 hours per week (with some flexibility required)
Annual leave	25 days a year (increasing one day a year for first five years)
Travel	Some UK travel will be necessary
DBS check	Required