



JOB DESCRIPTION

Job Title: Research and Evaluation Lead – Outcomes Framework

Department: Data and Insight

Section: Research and Evaluation Team

Reports to: Senior Manager Research and Evaluation

Line Manager and Budgetary Responsibilities:

Direct reports: May be required to line manage one team member

Indirect reports: N/A

Budget managed: N/A

Context

At Barnardo's our purpose is clear - Changing Childhoods and Changing Lives, so that children, young people, and families are safe, happy, healthy, and hopeful.

The Research and Evaluation Team is responsible for supporting Barnardo's to measure and describe the impact we have on children, young people and families, through robust insight, analysis and evidence, focused on the corporate strategy and our key enablers. It is a dynamic team which works with colleagues, directorates and services across Barnardo's. Our team's purpose is "Change childhoods and lives by embedding the use of research and evaluation in decision making throughout the charity and external agencies."

Key working relationships:

Internal:

- Strategy and External Affairs team
- Children's Services colleagues
- Voice and Influence team
- Data and Insight team
- Academic institutions and relevant policy and research networks
- External researchers/evaluators/learning partners
- Quality and effectiveness team

Job Purpose:

The post holder will primarily be responsible for helping us evidence and communicate Barnardo's impact by developing, implementing and managing an outcomes framework for Barnardo's. The Outcomes Framework is a key foundation of our new Strategy for 2024 - 2027. It will help us to better measure and communicate how we are making a positive difference for children and young people so they are safer, happier, healthier, and more hopeful.

The post holder will also contribute towards undertaking the research and evaluation of various programmes and services across the organisation; provide technical support around outcomes, evaluation, learning and research frameworks to different parts of the organisation; commission and manage external evaluators, researchers and learning partners.

Key Responsibilities:

- Develop and implement an outcomes framework across Barnardo's.
- Manage outcomes partnerships, tools, and licenses across Barnardo's.
- Lead on making the outcomes dashboard a valuable product for the organisation through its implementation, delivery and management
- Using the outcomes framework, to lead on helping Barnardo's describe and communicate our impact such as generating evidence and learning for the annual impact report
- To generate evidence and learning across Barnardo's services and programmes

Key Activities:**To develop and implement an outcomes framework across Barnardo's by**

- Scoping out key phases of work starting with improving how Barnardo's demonstrates impact through service delivery and measures outcomes for those supported through direct work (impact on the service user)
- Help shape a shared definition of positive impact across the organisation
- Define and scope approaches to measuring long-term change (impact) and social value (the added value Barnardo's generates)

To manage outcomes partnerships, tools and licenses across Barnardo's by

- Considering the variety of outcomes tools and standalone measures Barnardo's needs to help evidence the impact of its work
- Ensuring that staff have access to the tools and training they need to measure outcomes
- Ensuring the tools we use generate meaningful data that helps us measure and describe our impact

To lead on making the outcomes framework a valuable product for the organisation by:

- Leading on communicating and implementing the outcomes framework across the organisation
- Using outcomes data to communicate through reports and various outlets

- Supporting the production of a range of impact-related reports including the annual Impact Report, leading on sections where appropriate;
- Providing technical advice and guidance on the implementation of an outcomes framework, taking it from concept to reality
- To advise and guide children's services, programmes and other departments in outcomes measurement in line with the framework.

To provide technical support alongside quality and ethical assurance of commissioned research and evaluation frameworks of strategic programmes by;

- Reviewing applications from researchers seeking access to Barnardo's staff and service users, on behalf of Barnardo's Research Ethics Committee;
- Representing Barnardo's on appropriate external working groups and forums around outcomes, research and evaluation.
- Keeping up to date with development and current trends in evaluative research and measurement of the impact of social services and health services and wider systems change;
- To develop research projects, in line with Barnardo's ethical protocols, including managing all personal data to ensure confidentiality and compliance with Data Protection Act

This Job Description and Person Specification reflect the duties of the post as they exist at this time and may be subject to change based on the needs of the Team and the Directorate. The post-holder may be required to undertake other duties commensurate with the salary and competence requirements of this post from time to time as required.

Pre-employment checks will be required for the role



PERSON SPECIFICATION

All criteria are essential unless indicated as Desirable (D).

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Please note: Applicants must demonstrate in their application form that they currently use the skills outlined below or have used them previously in employment, education, training, volunteering etc.

Education / Knowledge:

- A solid understanding and knowledge of outcomes frameworks (knowledge of how these are designed and implemented in children's services is desirable)
- Educated to Degree level including a significant research or evaluation element, and/or equivalent professional qualification/knowledge
- A good understanding of outcome-based approaches to evaluation, including theory of change and realist evaluation, as well as social return on investment. Basic knowledge of cost benefit analysis is desirable.
- High degree of ICT literacy
- Knowledge of key research issues and findings across a range of areas affecting children, young people and families in the UK
- Demonstrable understanding of research methodologies, including evaluative research in social care, and knowledge of research and evaluation theory

Experience

- Minimum 5 years professional experience of undertaking research, ideally evaluation research in the context of social care interventions, using a variety of methods and comprising both qualitative and quantitative approaches
- Experience of desk-based secondary research, including carrying out literature reviews and evidence reviews
- Experience of producing and presenting research information and evidence for a range of audiences, including policy-makers and practitioners
- Experience of research and/or other direct work with children and young people, and an understanding of ethical issues of carrying out research with children and young people and families (D)
- Training, facilitation and presentation skills (D)
- Participation in inter-agency networks (D)

Circumstances

- In line with Barnardo's commitment to hybrid working, we encourage colleagues to work with their line manager to establish a balance of working from home and at our of our office hubs around the UK.
- This should be based on what works best for the colleague and the team, whilst meeting the needs of the charity as a whole.
- This may require spending occasional nights away from home usually on a planned basis, and as an exception at short notice.

- Able to work flexibly and outside normal office hours from time to time as the role demands.

Competencies

Impact & Influence

- Ability to achieve individual and organisational objectives through the use of excellent communication skills, effective negotiating and influencing techniques
- Ability to negotiate, convince and influence others in internal or external environments in order to get support for Barnardo’s goals and values. External environments may include media, politicians, local authorities, corporate clients and professional bodies

Planning & Organising

- Ability to strategically lead and plan various projects, managing staff and consulting with others, and ensuring that products are delivered on time and to a high standard
- Good project and time management skills. Ability to manage a diverse workload, progressing longer projects at the same time as responding to quick deadlines

Problem Solving

- Ability to analyse in a logical way and identify patterns and connections which are not immediately obvious
- Ability to effectively use evidence, to sift out the essential elements from a mass of complex information, and to integrate and synthesise ideas and information into a coherent whole

Team Working

- A commitment to working collaboratively, sharing information proactively and fostering good relationships with colleagues, external services and networks

Managing Diversity

- Recognising the unique potential that individuals from differing backgrounds, experiences and perspectives bring to Barnardo’s
- Responding to changing working practices and acknowledging the changing customer/client base that the organisation operates with

Barnardo’s Basis and Values, and Equality, Diversity & Inclusion (EDI) Code of Conduct

Actively demonstrate Barnardo's Basis and Values and EDI Code of Conduct in all areas of work:

- Respecting the unique worth of every person
- Encouraging people to fulfil their potential
- Working with hope
- Exercising responsible stewardship

To be completed by the Pay and Reward Team / People Team

	Name	Code
Grade	D38A	
Job Family	Support Services	S
Job Sub-Family	Impact and Learning	SY

Organisational Level	Professional Level 2	P2
Area	To be confirmed by LM/LPT	