

Head of Evaluation (Data Lead) Impact and Evidence

Term: Permanent – Full Time – 37.5 hours per week

We offer flexible working and consider alternative patterns of work.

Salary: £53,400 - £58,900 (depending on experience)

Reporting to: Deputy Director of Evidence and Evaluation

Direct reports: Up to four Evidence and Evaluation Managers

Location: This role can be based at any of our hubs located in London, Birmingham or Leeds. We currently operate a hybrid model of two days per week in the office and three days from home. You must also be prepared to travel to the other hubs and other locations as required for the purpose of this role, which may occasionally require an overnight stay.

Transforming youth employment

Youth Futures Foundation is the What Works Centre for youth employment. We exist to address the significant disparities in youth employment for marginalised groups. We want to ensure that all young people can access and keep good quality jobs.

Youth Futures was founded in 2019 as an independent, not-for-profit organisation with funding from dormant assets to drive systemic change by:

- ❖ Giving grants to organisations that provide employment support to young people so that we can generate compelling evidence with high quality impact evaluation methodologies.
- ❖ Driving evidence-based change in policy and working with employers and practitioners to improve practice.

We help to connect and empower those who are commissioning and delivering youth employment services. Our approach involves both the creation and curation of evidence. We create evidence by funding high-quality evaluations and programmes to understand whether interventions are effective. We curate evidence by gathering and presenting information from global studies into interventions that help young people into work.



JOB DESCRIPTION

We are looking for a dynamic Head of Evaluation (Data Lead) to generate and use compelling evidence to transform the youth employment system in England. You will work closely with the Director of Impact and Evidence and Deputy Director of Evidence and Evaluation to lead a team of Evidence and Evaluation Managers. You will lead the development of our evaluation archive, which will securely hold evaluation data and develop our strategy to link this data to relevant datasets (such as Longitudinal Education Outcomes).

You will design and manage complex programmes of evidence generation to understand what works to support young people into good jobs, including our second What Works Programme. You will have a very high level of understanding of the quantitative methods required to conduct robust impact evaluations – particularly those needed for randomised controlled trials and quasi-experimental designs.

You will have a sound understanding of statistics and administrative and survey datasets (whether through a statistical or economist background, ideally relevant to the youth employment policy space). You will know how to work in secure data environments and understand how methods and data can be practically applied for impact evaluations in the youth employment field. Your skills and experience will enable the production and maintenance of high quality what works 'architecture' of processes, policies and guidance to support all our evaluation programmes.

Key responsibilities

- ❖ Manage and lead a range of high profile impact evaluations in the youth employment policy field including designing and commissioning randomised controlled trials and quasi-experimental designs, alongside theory-based implementation and process studies.
- ❖ Support the Deputy Director of Evidence and Evaluation with the development of complex comparative and mixed methods impact evaluation designs.
- ❖ Lead development of YFF's evaluation data archive and data linkage strategy, including technical guidelines, standards and processes and for our protocols and standards for data used in our impact evaluations (RCTs/QEDs).
- ❖ Lead on technical advice and guidance on econometric / statistical evaluation methods for impact evaluations.
- ❖ Provide strategic direction, set priorities, recruit and oversee the management of a team of Evidence and Evaluation Managers and their work, supporting continuous improvement.
- ❖ Working with colleagues in other teams in Youth Futures, generate high quality evidence to have an impact on policy and practice.
- ❖ Design, set up and manage new evaluations that are a priority for Youth Futures to fill important gaps in the evidence base.
- ❖ Quality assure processes and outputs to ensure they are methodologically and ethically sound and generate evidence-based policy positions.
- ❖ Work with relevant government departments, representative bodies and other stakeholders to develop, access and use data for evaluations.
- ❖ Develop strong relationships with experts from employment, youth and related sectors and with research organisations and think tanks.
- ❖ Represent Youth Futures at events; chair and participate in advisory groups, committees, round tables and meetings to learn from and inform stakeholders.
- ❖ Keep up to date with developments in policy, evaluation, research and practice related to young people, skills and employment, and on innovations in evaluation approaches; working with colleagues to disseminate this learning.
- ❖ Provide thought leadership in the field of youth employment and training, including generating content in various forms (print, broadcast, online).

PERSON SPECIFICATION



	Essential	Desirable
Knowledge, experience and abilities		
Experience and knowledge of robust impact evaluation methodologies (including randomised control trials and quasi experimental designs) and other evidence generating projects to provide credible evidence for policy and practice	X	
Experience of leading high-performing teams to achieve impact on public policy and practice	X	
A relevant degree and/or equivalent training or evaluation management experience in impact evaluation methods (e.g. economics, statistics, psychology, analysis)	X	
A relevant masters or PhD postgraduate degree		X
Experience in evaluation management or commissioning using a wide range of qualitative and quantitative evaluation or research methods	X	
Experience of using evidence to influence, such as giving presentations, writing reports and blogs, speaking at conferences and via social media	X	
Experience of understanding and using administrative and survey data and statistics, including in secure data environments, while being able to translate technical findings for the layperson	X	
Experience of using Longitudinal Educational Outcomes data		X
Experience of using evidence to work in partnership with a range of stakeholders	X	
Experience in leading major programmes and building and leading high-performing teams to achieve impact	X	
Experience of working in the context of youth employment, education, learning and/or skills and training		X
Skills & competencies		
As a leader in YFF, fully contribute to: <ul style="list-style-type: none"> ❖ developing our overall strategy ❖ creating a positive, supportive and effective culture ❖ organisational development; developing new roles and ways of working; recruiting and developing new team members ❖ establishing our reputation as the What Works Centre on Youth Employment 	X	
A very high level of understanding of the quantitative methods and data required to conduct robust impact evaluations – particularly those needed for randomised controlled trials and quasi-experimental designs		
Engage stakeholders; encourage connectivity and networks within and outside Youth Futures	X	
Ability to support, coach and develop a team who may be split across different locations	X	
Extremely strong analytical and research skills, including the ability to interpret and make sound judgements about the implications of data and evaluation findings	X	
Excellent relationship and collaboration skills, to effectively engage stakeholders, encouraging connectivity and networks within and outside Youth Futures, and be equally confident working alongside both local and national organisations	X	
Strong communication, written language and presentation skills	X	
High quality project and budget management, prioritisation and resource allocation	X	
Strong IT skills, including use of business software packages (email, spreadsheets, databases, etc.)	X	



MINDSET

- ❖ a genuine personal commitment to Youth Futures mission, vision and values
- ❖ a willingness to collaborate internally and externally to achieve our mission and apply commitment to Youth Futures Foundation values to everyday working
- ❖ to thrive when operating in a growing and evolving organisation
- ❖ a proactive and flexible approach
- ❖ a positive and can-do attitude, willing to roll sleeves up to get into details where necessary
- ❖ demonstrate inclusiveness, collaboration and respect
- ❖ a commitment to equity, diversity and inclusion
- ❖ to contribute to and help build a strong team culture
- ❖ follow internal policies, processes and practices

THINGS TO KNOW

As part of Youth Futures Foundation's safeguarding policy, all employees are subject to a basic Disclosure and Barring Service (DBS) check.

The young people we aim to serve – and the challenges they face - are all unique. We are looking to build a team that reflects this diversity. Our commitment to inclusion across race, gender, age, class, religion, identity, and experience forms the cornerstone of our work. We are an equal opportunities employer, welcoming applications from all sections of the community.

We are particularly keen to encourage people with lived experience of the challenges facing young people in the labour market, and committed to supporting you in your application. Please contact us if you require any additional support.

Internally, we encourage an open, collaborative and inclusive working environment.

