



Managing Director ImpactEd Evaluation

Recruitment Pack



Welcome to ImpactEd Group

We are delighted to be recruiting for a Managing Director to lead our Evaluation Practice, helping our partners to maximise their impact at scale

We are thrilled to introduce this exciting opportunity to join ImpactEd Group as the Managing Director of ImpactEd Evaluation.

This Board-level role will empower you to drive change at scale across the education sector, supporting our partners to make better decisions on behalf of children.

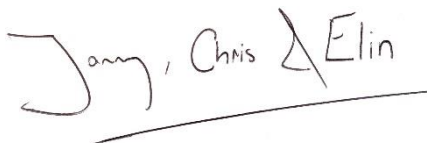
ImpactEd Group supports purpose-driven organisations to realise their potential, both operationally and in terms of impact. Since our founding in 2017, we have collaborated with thousands of schools and hundreds of organisations, touching the lives of over a quarter of a million pupils annually.

The Managing Director of our Evaluation practice will guide a team of dedicated professionals, leading research and evaluation projects spanning the education and youth sector, helping our partners to understand what's working and do less of what isn't. This role is pivotal to our five-year Group strategy and will involve setting the strategic direction of the practice, building on our reputation, and advancing our ambitious vision for growth and innovation.

This position is ideal for someone who combines a strategic mindset with hands-on leadership, adept at moving between high-level planning and practical oversight. We seek a leader with entrepreneurial spirit, a background in education or research, and experience in driving organisational growth and partnerships.

ImpactEd Group is committed to diversity and inclusion, and we warmly welcome applications from candidates of all backgrounds.

Thank you for considering this opportunity. We look forward to welcoming you into our journey toward lasting educational impact.



Jonathan Boddington, Dr Chris Wilson, Elin de Zoete
Group Directors, ImpactEd Group

Context for the role

The organisation

[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. The Group currently consists of:

- ▶ ImpactEd Evaluation, which works with schools, multi-academy trusts and education organisations, to analyse the impact of programmes, processes and interventions to help partners do more of what works and less of what doesn't.
- ▶ ImpactEd Consulting, which offers strategic and operational support for its partners, to address challenges and underpin carefully managed growth.
- ▶ ImpactEd Philanthropy, supporting organisations seeking and providing funding.
- ▶ ImpactEd Data and AI, providing specialist support to manage the opportunities and risks of new technologies.

In addition to the practices, we are supported by several central functions, including research and external affairs, finance and operations, and our product team.

ImpactEd Evaluation

ImpactEd Evaluation works with education organisations, the public sector and schools and multi-academy trusts, to help our partners understand what's working and do less of what isn't.

This is delivered through a combination of research and evaluation consulting projects, and national research and action projects around consistent themes (e.g. student attendance). Our work is supported by our digital tools, including our School Impact Platform used to make school-based monitoring and evaluation easier, quicker and more effective.

This year, ImpactEd Evaluation is forecast to work with approximately 1,500 schools and 80 education organisations. Our partners include:

- The public sector, including the Department for Education and arms-length bodies
- Education charities, such as Place2Be, Football Beyond Borders, Mission 44 and CST
- Edtech organisations, like Chatta, Texthelp and Dr Frost Learning
- Schools and multi-academy trusts, including The Kemnal Academies Trust, Oasis Community Learning, Outwood Grange Academies Trust and United Learning

The practice generates over £2 million in revenue, with ambitions to grow. There is a direct team of approximately 20 people in the practice with a wider network of associates and consultants who support on project delivery. With our current co-founder and Managing Director leaving towards the end of this academic year, we are planning for a period of overlap to support handover once the new Managing Director is in post.

ImpactEd Evaluation is an established practice, currently the largest in the Group. As we work towards realising our five-year Group strategy, we are looking to build on the practice's success and drive forward a new stage of innovation and growth, with a particular focus on building our capacity to make an impact at system level and further developing the skills, technology and team to do so.

Managing Director, ImpactEd Evaluation

Job description

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| Reports to | Group Board |
| Salary | Expected earnings of £71,000-99,000*, with additional opportunity for share options (through EMI scheme) and long-term incentive plan, with generous benefits. <i>*Please note, expected earnings includes an element of performance related pay equating to approximately 15% of total pay.</i> |
| Contract | Full time, permanent. |
| Benefits | We have a generous employee benefits package that aims to ensure colleagues feel trusted, feel ownership of our business, are connected to one another and can be personally and professionally fulfilled. This includes flexible working, profit share, regular training, individual professional development budget, leave allowance and access to mental health support. |
| 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. For this role we anticipate there to be travel requirements and a number of in-person team commitments throughout the year. |
| Apply | Please apply here by answering 4 work-based scenario questions and uploading your CV. First round interviews will be held on the 5 th and 6 th December, and second rounds all day on the 16 th December, which will also provide an opportunity to meet select team members. |
| Deadline | Sunday 1 st December at 23:59 |

The Organisation

ImpactEd Group supports education and purpose-driven organisations to maximise and realise their potential. We do this by helping our partners to be consistently impactful and operationally sustainable. 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.

This role will lead our Evaluation Practice. ImpactEd Evaluation works with schools and organisations, analysing the impact of programmes and interventions to help them do more of what works and less of what doesn't. The practice works with over 1,500 schools and 80 education and youth organisations, serving more than a quarter of million pupils. This includes helping our partners to design high-quality research projects, delivering them, and providing systems and tools for data collection, reporting and impact benchmarking.

The Opportunity

We are excited to be recruiting for a Managing Director to lead our Evaluation practice. Reporting to our Group Board, the Managing Director will oversee all aspects of the evaluation team's work. You will provide strategic leadership, represent the organisation both internally and externally, and be responsible for the commercial and impact performance of the practice.

We work in partnership with a diverse set of schools, education and youth organisations. Our projects are varied, ranging from delivering evaluations for national charities to helping schools and Multi-Academy Trusts develop their research approach, to running large-scale data collection projects for the Department for Education. Ultimately, we take a partner-first consulting approach, listening to partner need and guiding them to maximise their impact in the most effective way. This is supported by digital tools for data collection and evaluation, including our School Impact Platform.

For the Managing Director role we are seeking an exceptional candidate with experience in research and evaluation, business development and strategic leadership. You will understand the education sector and have an ability to bridge strategic perspective with managing and developing a consulting team to support partner engagements. We welcome applications from people who are excited by the chance to shape, develop and expand the evaluation practice within ImpactEd Group.

Leadership Responsibilities

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| Strategic leadership | <ul style="list-style-type: none"> • Develop and implement the business plan for ImpactEd Evaluation • Refine and develop the delivery model for ImpactEd Evaluation, including expanding our expertise, building reputation and ensuring quality for our research and evaluation consulting • Oversee and manage both strategic and tactical priorities for the practice, providing direction to the broader practice leadership team • Report to the Group Board on performance, head up the practice leadership team and contribute as an executive director to the wider leadership of the Group |
| Business development and growth | <ul style="list-style-type: none"> • Set and own the commercial strategy for the practice, including overseeing and leading business development activities and development of strategic partnerships • Manage and support other team members to meet income and growth targets • Directly lead the development of new partnerships, and retention and satisfaction of existing partnerships • Build and maintain strong relationships with key stakeholders, including representing ImpactEd Evaluation at conferences, seminars and sector events |
| Product and service development | <ul style="list-style-type: none"> • Contribute to product and service innovation within ImpactEd Evaluation • Hold the product vision for digital tools and systems used for evaluation, including our School Impact Platform and other data collection and analysis tools • Develop and enhance consulting and technical services to meet the evolving needs of partners and the education sector, collaborating with other practices where relevant • Promote a culture of development and inquiry within the team, and ensure capacity for continuous learning and quality improvement |
| Delivery and operational management | <ul style="list-style-type: none"> • Oversee the management of delivery, resourcing, recruitment and use of associates to ensure partner satisfaction and proactively manage capacity • Oversee quality assurance across the practice to ensure high quality outputs • Sponsor a small number of high complexity and value partnerships directly • Develop and maintain financial management information and KPI reporting in line with Group approaches • Lead practice meetings for ImpactEd Evaluation • Attend and present at all ImpactEd Evaluation Practice Board Meetings and participate in ImpactEd Group Board meetings. |
| Team development | <ul style="list-style-type: none"> • Lead the team in a way that promotes collaboration, innovation and excellence • Build a high-performing team culture and support effective employee engagement • Mentor and develop team members at all levels • Act as a role model for the team, including supporting professional development on key competencies such as evaluation delivery or business development • Manage the practice leadership team and ensure effective collaboration at practice level and across the Group • Contribute to performance review processes and the setting of individual and group objectives |

In line with the practice's focus on research and evaluation, we would also expect candidates at this level to be able to demonstrate:

- **Partnership management:** Modelling of excellence in managing external partnerships, particularly on proactive driving of partnerships forward, scope management and stakeholder engagement around all aspects of evaluation delivery.
- **Scoping, sales and evaluation design:** Ability to lead business development including both of bespoke projects and large-scale national research projects; capacity to support evaluation design processes, including Theory of Change and evaluation framework development, particularly for high-value and high-complexity partnerships.
- **Data collection and analysis:** Understanding of analytical approaches in both quantitative and qualitative research, sampling methods and data collection tools, and ability to match these to partner needs. Experience of developing and using digital tools for evaluation purposes would also be valuable, as this role will oversee in-house and external platforms.
- **Reporting and improvement:** Ability to listen to and synthesise partner needs to tailor evaluation reporting, quality assure others' outputs, and help partners take action from research findings.
- **Values and people:** Alignment with our values and ability to demonstrate them in your work. You will facilitate conversations about professional development for your direct reports and act as a coach and role model for other members of the team. You will manage a consulting team and be responsible for developing their expertise and skillset.

Why Us?

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 enterprise, education and evaluation sectors.

Our employee experience is organised around four themes:

- **Trust:** we support hybrid working, provide flexible hours, and provide responsive management.
- **Shared ownership:** we are an employee owned organisation and look to increasingly share ownership with our employees, including in terms of governance and culture, and realise this in a number of ways such as ownership awards, EMI options and transparent governance including an employee voice board.
- **Connection:** we pay for your travel, provide termly company offsites, support informal clubs and societies, and provide opportunities for in-person and digital connection between colleagues.
- **Health and fulfilment:** we have an extensive professional development programme, provide an annual books and development budget allowance and offer 3 days of CPD leave per year in addition to annual leave. We offer all employees access to a healthcare plan and wellbeing advice, including free therapist support.

Our full benefits offer and employee experience can be shared with candidates on invitation to interview.

Overview: ImpactEd Group strategy 2024-2029

IMPACT AND SUSTAINABILITY

IMPACTED GROUP, 2024-2029

Our Mission

ImpactEd Group supports education and purpose-driven organisations to maximise and realise their potential. We do this by helping our partners to be consistently impactful and operationally sustainable.

Our Strategy

Over the next five years, we will become the first port of call for education leaders who want their organisations to be impactful and sustainable.






Our Organisation

ImpactEd Group provides advice and guidance, project delivery, capacity building and technical expertise relating to the unique demands of running an education and purpose-driven organisation.

ImpactEd Group is made up of a consulting practice - ImpactEd Consulting - and several specialist practices, including ImpactEd Evaluation, ImpactEd Philanthropy and ImpactEd Data and AI.

OUR STRATEGIC GOALS 2024-2029

THE THINGS WE NEED TO CHANGE IN ORDER TO REALISE OUR MISSION AND OUR STRATEGY

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|  <p>DEVELOP AND ARTICULATE OUR DELIVERY MODEL</p> <p>The core of our business is now organised into several consulting practices, with more to come.</p> <p>Over the next five years we need to codify what this means for our business model and the support we offer our partners.</p> <p>This will be underpinned by the development of the Impact and Sustainability Framework.</p> |  <p>DEEPEN ENGAGEMENT WITH OUR PARTNERS</p> <p>In order to become the first port of call for leaders, we will build on our reputation for meeting our partners where they are.</p> <p>Over the next five years, we will ensure that we are great listeners, offering pragmatic and thoughtful solutions to the challenges and opportunities that are presented to us.</p> <p>We will always be driven by what our partners will find genuinely useful.</p> |  <p>GROW AND CURATE OUR EXPERTISE</p> <p>Our group will become a home for a diverse range of technical experts, bound by a shared commitment to sustainability and impact.</p> <p>Over the next five years, we will develop our employee experience so that it is truly characterised by trust, shared ownership, connection and fulfilment.</p> <p>We will build our portfolio of services and affiliates so that we can always offer support.</p> |  <p>EXPAND OUR NETWORK</p> <p>We will do more to reach partners who are less likely to encounter our support and develop offers that meet their needs.</p> <p>Over the next five years, we will ensure that our actionable research and insights are shared with an expanded network of multi-academy trusts and partners.</p> <p>This will make a contribution to ensuring that the impact of our work is systemic.</p> |  <p>BECOME A BEACON FOR RESPONSIBLE BUSINESS</p> <p>We will 'walk the walk' on sustainability, supporting all of our colleagues to understand the commercial underpinnings of the business as part of the journey to employee ownership.</p> <p>Over the next five years, this will be supplemented by a holistic approach to our social and environmental impact.</p> <p>We also want to support other organisations interested in this 'middle way'.</p> |
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**Supporting our purpose driven
partners to make better decisions
using high quality evidence.**

Get in touch

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