

Job Description

BECOME.

THE CHARITY FOR CHILDREN IN CARE
AND YOUNG CARE LEAVERS

Evidence and Impact Officer

Job title: Evidence and Impact Officer

Reporting to: Policy and Public Affairs Manager

Purpose of role:

To improve Become's approach to monitoring and evaluation, to strengthen our research and evidence base, and to ensure that our policy influencing and service development is underpinned by robust evidence.

Salary: £31, 785 (pro-rata for part time roles)

Hours: 35 hours p/w (part time and flexible working arrangements considered)

Pension: 5% employer contribution

Leave: 28 days per annum - pro-rata (*for part time roles*), plus bank holidays

Location: We are currently hybrid working: *our team is largely home-based with some in-person attendance and meetings expected (mainly at our central hot-desking location in Old Street, London) in addition, for non-London based staff, we will consider hot-desking options near you, if required. We are open to conversations about flexible working arrangements.*

About Become and the Evidence and Impact Officer role

Become, the national charity for children in care and young care leavers, is here to make a difference to individual lives right now, and the care system as a whole for future generations. We believe that young people who've experienced care should have the same chances as everyone else to live happy, fulfilled lives. We put young people at the heart of everything we do – helping them to be powerful agents of positive change in their own lives, in the care system and in society.

Now is a critical time to join Become with rising numbers of children in care and the need for our support greater than ever before.

We have ambitious plans for the future to reach more children and young people to help them to believe in themselves and shape the future they want and to tackle the structural and systemic issues holding young people back.

We have programmes of work that really make a difference, a welcoming and collaborative culture and a growing group of expert staff passionately committed to improving outcomes for children in care and young care leavers.

This role will be part of the Policy, Campaigns and Communications department, but will work closely with colleagues in the Services department and across the organisation to deliver impact. We are looking for someone who is motivated, analytical, is passionate about improving the lives of care-experienced young people, and has a good understanding of research methods and data analysis.

As an organisation serving children in care and care leavers, we are keen to receive applications from people with experience of care and recognise the importance of having care experienced staff within our team. We are also actively seeking to bring diversity of perspectives and experience, and especially welcome applications from people with disabilities, from Black, Asian, Minoritised Ethnic backgrounds and LGBTQ communities.

Become is committed to tackling systemic racism and providing an inclusive, equitable workplace. We recognise that embedding equity, diversity and inclusion principles is an ongoing journey and one which we are determined to invest in.

At Become we strive to embed our core values into all aspects of our work;

Honesty - We represent the experiences of children in care and young care leavers with honesty and integrity, and act in their best interests.

Respect - We listen to care-experienced people, and we work in partnership with them to improve the experience of being in care and life after care.

Kindness - We care about the young people we work with, and we help the care system to be more like a good parent. We look after ourselves and after each other so we can be our best for young people.

Empowerment - We help children and young care leavers to be powerful agents of positive change in their own lives, in the care system and in society.

Optimism - We are angry about the times when the care system and society let young people down, but ambitious, determined, and optimistic about our ability to make things better.

Job Overview

Key responsibilities: (add key responsibilities below)

- Work with colleagues across the services team and other colleagues to support the development, collection and evaluation of our impact data.
- Work with teams and colleagues across the organisation to improve the way that we assess, monitor and communicate the impact of our services and programmes, including developing theory of change work.
- Use our Lamplight database to extract and analyse our services data, and support work to ensure that insights captured through our services informs our wider influencing work.
- Maintain our organisational evidence hub – with up-to-date and robust evidence, analysis and research – and promote this internally to ensure our work is underpinned by a robust evidence base.
- Support the development, delivery and evaluation of research activities being carried out across the organisation, including focus groups and workshops with care-experienced children and young people, and external evaluation of our services.
- Develop an understanding of innovative and creative methods that can be used to gather feedback from young people, and share these with colleagues across the organisation, to inform projects.
- Undertake ad-hoc qualitative and quantitative research activities to strengthen Become’s evidence base and influencing work.
- Represent Become on collaborative research projects with other third sector, or academic organisations, and ensure that insights are captured, and shared appropriately with colleagues.
- Help develop our policy influencing, campaigns and communications approach and activities, by ensuring that policy and media briefings, and other influencing activities and outputs, are underpinned by robust and relevant evidence.
- Horizon scan and monitor research developments to identify risks and opportunities to Become’s organisational and policy priorities.
- Carry out ad hoc tasks to support our policy development and influencing work, including responding to Government and Parliamentary consultations, supporting research activity, participation and engagement activities with care-experienced young people, and representing Become at sector meetings and events.
- Contribute to team development and innovation, supporting colleagues to continually improve and working across the organisation to deliver impact for care experienced children and care leavers.
- Uphold the organisation’s values (and ensure the team upholds these).
- Embed Equity, Diversity, and Inclusion principles into your work practices

Who you are

Personal Qualities

- You have a passion for our mission, vision, and values.

- You understand the importance of Equity, Diversity and Inclusion and commit to helping create a culture with EDI at its heart
- You are self-motivated and able to use your initiative and work independently.
- You are able to put views across clearly and persuasively.
- You are solution-focused and are able to simplify complex information.
- You can build relationships and rapport quickly.
- You are committed to empowering young people and working in partnership with them.

Knowledge, experience, and skills

- Good understanding of different qualitative and quantitative research methods, and how to use these effectively.
- Strong numeric skills and experience of data analysis.
- Some knowledge of children's social care policy and the issues faced by children in care and care leavers.
- Good IT literacy, particularly Microsoft Office.
- Ability to interpret and analyse complex information and data sets.
- Excellent interpersonal and communication skills, including the ability to build and maintain strong relationships with a diverse range of people.
- Ability to communicate in clear, concise language to a variety of audiences.
- Strong organisational and project management skills.
- Ability to communicate naturally and empathetically with young people.
- An understanding of trauma-informed principles, or a willingness to learn and put these into practice when undertaking research.
- Experience of monitoring and evaluation.
- Good understanding of different academic and public research sources.