



Impact Officer

Salary: £27-30K, depending on experience

Closing date: Tuesday 6th July, interviews on 12th & 13th July.

Department: Learning & Impact

Location: We are currently reviewing our ways of working in light of the pandemic. We welcome applications to this role from across England as the role will be predominantly home-based, with regular travel to London (at least monthly) as well as national travel to attend meetings and work collaboratively from September onwards.

Contract Permanent, subject to successful probation review at 3 months.

Terms: This is a full time post, but we would welcome applications from those looking for 0.8 FTE.

Benefits: 33 days holiday (inclusive of bank holidays) and additional Christmas closure period. Holiday entitlement increases linked to length of service, employer contribution to pension, interest-free season ticket, cycle and technology loans, employee assistance scheme.

About Voice 21

Voice 21 is the national oracy education charity. We exist to empower every child to use their voice for success in school and life. Our work transforms learning and life chances through talk by increasing access to a high-quality oracy education for those that need it most.

Over the past five years, Voice 21 has grown from operating in a single school in London to a national organisation, with a network of over 600 schools across the country. We are now embarking on our new five year strategy which aims to deepen our impact on outcomes for this generation of children and young people and those to come by significantly increasing the number of Voice 21 Oracy Schools in areas of high need and mobilising a movement of teachers and schools. To help us achieve this, we are recruiting for a number of new roles designed to enable the organisation to reach and support more schools, improve our ways of working and deliver our ambitions.

Role purpose

We are looking for someone to join Voice 21's Learning & Impact team, working to generate and communicate insights into how our programme of professional learning, 'Voice 21 Oracy Schools' transforms outcomes for students in our target population.

Voice 21 Oracy Schools is a complex whole-school intervention which empowers schools to provide their students with a high-quality oracy education. The Impact Officer will join the team responsible for gathering, synthesising and analysing both quantitative and qualitative data to support evidence-informed decision-making throughout the organisation.

The detail: *day-to-day work*

- Generating actionable insights for Voice 21 from our quantitative data, through thoughtful analysis and visualisation
- Collaborating with our Schools Team to gather and collate examples of best practice, participant feedback, impact stories and other case study materials from Voice 21 Oracy Schools
- Working with the Learning Design Lead to ensure that they are able to make evidence-informed decisions about the creation and improvement of professional learning materials

You'll take ownership for:

- Timely publication of case studies and/or insights as part of our regular 'evaluate, review, do' cycles
- Leading on the evaluation design of some of our professional development programmes for particular audiences or with specific intended outcomes, such as 'Get Talking in PRUs' or 'Voicing Vocabulary'

We succeed when we work together. Here's who you'll be working with regularly:

- Our Learning Design Lead, to ensure that insights into the impact of Voice 21's work on students in our target population are used to inform the design of our professional learning programmes
- Our Schools Team, to ensure that our monitoring, evaluation and impact processes are always people-centred and set in context
- You'll report to the Impact and Research Lead, working collaboratively with them to develop Voice 21's approach to impact evaluation

The essentials

- A self-starter who brings positivity and drive to new opportunities and challenges
- A pragmatic evaluator, who is happy to mix and match quantitative and qualitative approaches to gain actionable insights
- Comfortable with complexity: sees Voice 21's complex whole-school interventions as an exciting opportunity for creative evaluation, not as a barrier to be overcome
- A team player who enjoys collaborating with, and learning from, others
- An excellent communicator, who is able to convey complex or technical ideas simply, both in written and oral communication

Skills and experience

- A track record of social science research or programme evaluation
- Comfortable using both qualitative and quantitative research methods
- Comfortable working directly with school stakeholders (teachers, students), e.g. co-designing evaluations or conducting participant interviews
- Experience using analytical software e.g. STATA, SPSS, Nvivo etc.
- Experience in data visualisation (desired), and an interest in using tools such as Tableau, Google Data Studio etc. to communicate insights



- Comfortable managing data using some/all of: Excel, Salesforce/similar CRM systems, SQL/other programming languages

You'll love this job if

- You are passionate about applying your research/evaluation expertise to ensure that every-day decisions are guided by the best available evidence
- You're a problem-solver, at your best when you're working creatively and collaboratively to generate actionable insights in a complex evaluation environment
- You are excited to make your mark on a growing, mission-led organisation with big ambitions

Application details

To apply: please send a cover letter and CV to careers@voice21.org with "Impact Officer" as the email subject title. Please ensure both documents are no more than two pages and that the focus of your cover letter is on why you want to work at Voice 21 and how you meet the requirements of the JD.

Please also click [here](#) to fill out our Equality and Diversity Monitoring Form

Closing date: Tuesday 6th July, interviews on 12th & 13th July.

Start date: Ideally August, but some flexibility for the right candidate.

Questions: if you have any questions about the role, or would like to discuss it before submitting an application, please contact our Impact and Research Lead, Amanda Moorghen (amanda@voice21.org)

Valuing every voice

Voice 21 believes that every voice should be heard and valued and we want to be a diverse and inclusive organisation where everyone, from any background, can thrive and do their best work.

We particularly welcome applications from disabled, Black, Asian and Minority Ethnic (BAME), Lesbian, Gay, Bi, Trans including non-binary (LGBTQ+) candidates, and candidates from low income families. These groups are currently underrepresented at Voice 21 and we are committed to increasing representation and diversity at the charity.