

Impact and Evaluation Manager

Applicant information pack

Neighbourhood ^{to} national

Welcome

Thank you for your interest in the role of Impact and Evaluation Manager at the Fair Education Alliance.

We are proud to be a coalition of 300 organisations united behind a simple but powerful belief: that no child's success should be limited by their socioeconomic background. We exist to shift the conditions that hold inequity in place, through collaboration across schools, colleges, higher education institutions, charities, youth organisations, researchers, funders and young people themselves.

As the Fair Education Alliance grows, we want to get better at understanding the difference our work is making, learning from what works and using that insight to strengthen what we do. That is why we are investing in our impact and evaluation capacity, creating this new role to bring additional expertise and focus to this vital area.

As our Impact and Evaluation Manager, you will work across the FEA to help us gather, understand and use evidence effectively. You will have a particular focus on our Place-based Collaboration Partnerships in Liverpool, South Yorkshire and the West Midlands, working with colleagues and partners to understand progress, identify what we are learning and demonstrate the difference our collective work is making. You will also help strengthen evaluation across the wider organisation, supporting colleagues to set meaningful goals and use evidence to improve our work.

As we enter the second year of our Neighbourhood to National strategy, this is an exciting moment to join us and help shape how we understand and strengthen our impact. If you are curious about what creates change, excited by using evidence to help people learn and improve, and motivated by our mission to tackle educational inequity, I hope you will consider applying. We would be delighted to welcome you to our team.



Gina Cicerone
Chief Executive Officer
Fair Education Alliance



Who we are

The Fair Education Alliance (FEA) is a cross-sector coalition of 300 member organisations tackling educational inequity. We unite behind a shared vision: no child’s success is limited by their socioeconomic background.

Our members work across different sectors, phases of education and regions of the country, supporting children and young people from cradle to career. Together, they provide direct support to millions of young people annually, across every local authority in England, as well as indirect support such as funding, training and campaigning.

We are working towards an inclusive education system which values skills and wellbeing alongside attainment and prepares all children and young people to thrive — whatever their background.

We align our work around five long-term Fair Education Impact Goals, focused on closing gaps in early development, attainment, wellbeing, essential skills, and progression to further education, employment and training.



Why join us now

From neighbourhood to national: Our 2025-30 strategy

Over the past decade, we’ve shown that real change happens when we work together and we’ve already demonstrated measurable impact at a national scale. Now we are embarking on an ambitious five-year strategy to confront the deep-rooted inequities facing children and young people. Grounded in a systems change approach, our work targets root causes, deepens collective impact, and embraces the complexity—and opportunity—of true transformation. At the heart of the Fair Education Alliance is the belief that lasting change comes from cross-sector collaboration, rooted in trusted relationships.

Our alliance drives impact through three core strands of work:

- **Collective Voice:** We amplify our impact by uniting behind a shared voice and creating platforms for young people to lead change. Drawing on insights from across our membership, we shape policy, shift national conversations, and challenge the assumptions that keep educational inequity in place.
- **Collective Action:** Through place-based and thematic collaborations, we bring together diverse organisations, sectors and experiences to collaborate and innovate. We work together to build trust, increase understanding, and develop joint solutions that tackle the root causes of educational inequity.
- **Collective Strength:** Strong, impactful and connected member organisations are the foundation of our Alliance and vital in improving outcomes with and for children and young people. We equip young people, staff and trustees to develop the leadership, connections and skills to collaborate and drive systems change.

Two golden threads weave through all our work:

- **Youth engagement:** We believe it is essential to involve and support the leadership of young people with lived experience of the barriers to education we are trying to dismantle. We work to shift power, enabling young people to co-lead the coalition, be heard by decision-makers, and develop skills to enact further positive change.
- **AI & technology:** Artificial intelligence will dramatically shift education and employment. We work to ensure that AI policies and practices support, rather than disadvantage, young people from low-income backgrounds. We also equip member organisations to harness technology to increase their impact and develop innovative approaches for our collective work.

About the role

We welcome applications from a broad range of backgrounds and contexts.

Overview

Post	Impact and Evaluation Manager
Reporting to	Head of Impact and Evaluation
Contract	Permanent (subject to probationary period)
Hours	Full-time (37.5 hours per week)
Compensation	£40,000 - £42,000 (including London weighting if relevant) Comprehensive pension scheme (up to 6 % employer contribution), cash plan healthcare package, and professional development budget.
Location	This is a hybrid role. Our head office is in London, and you will be expected to attend the office at least once a month. Your work will include working closely with colleagues in our Place-based Collaboration Partnerships in Liverpool, South Yorkshire and the West Midlands, and you will be expected to travel to those areas regularly, on average once a month per location. After passing probation, up to four weeks ‘super remote’ working per year, where you can work anywhere in the world as long as you’re online for four hours of the UK workday.
Holidays	38 days per year, including our 3-day winter shut down and eight flexible bank holidays. Pro-rata for part-time working.
Start Date	As soon as possible (to be agreed with the successful candidate.)

Overall Purpose

This is an exciting opportunity to shape how the Fair Education Alliance understands, demonstrates and strengthens its impact at a pivotal moment in our work. As our new Impact and Evaluation Manager, you will help us tell a clear, credible story about the difference our Alliance, members and partners are making for children and young people — from our Place-based Collaboration Partnerships in Liverpool, South Yorkshire and the West Midlands to our national work influencing change across the education system.

In this newly created role, you will bring rigour, curiosity and practical insight to the way we gather, analyse and use evidence. Working closely with the Heads of Place-based Collaboration Partnerships, you will implement tailored evaluation frameworks, lead on data collection and analysis, and produce high-quality impact and progress reports for funders and stakeholders. You will play a key role in helping colleagues and partners understand what is working, where we are learning, and how our work contributes to wider systems change.

You will also help build evaluation capability across the FEA Secretariat, supporting teams to set meaningful goals, measure progress and use evidence to improve. From contributing to our organisational impact framework and annual Membership Update process to analysing the impact of major events such as the FEA Summit and Youth Summit, you will make sure our impact work is useful, ethical and actionable — not just for reporting, but for learning out loud and driving change.

We are looking for someone who is confident working with both quantitative and qualitative data, able to translate complexity into compelling insight, and motivated by the chance to embed strong evaluation practice across a growing movement for educational equity. You will be collaborative, thoughtful and highly organised, with the credibility to work across teams and partnerships and the enthusiasm to shape a brand-new role with lasting influence.

What we’re asking of you

As Impact and Evaluation Manager, the key responsibilities are:

Work with the Place-based team	- Partner with the Heads of Place-based Collaboration Partnerships to implement tailored evaluation frameworks for each Partnership. - Support the Place-based Collaboration team to implement the evaluation framework for the MSA Network, including measuring the impact of individual Place-based Collaboration events. - Lead on data collection and analysis within each Place-based Collaboration Partnership to support progress against the partnership’s intended impact. Where required, work with external partners on specialist data analysis. - Lead on the development of Place-based Collaboration impact and progress reports for key funders and stakeholders. - Ensure any data collection involving children and young people is conducted ethically, with appropriate consent and in line with the FEA’s safeguarding policy.
Work with the wider FEA Secretariat team	- Support the Head of Impact and Evaluation with the development and maintenance of FEA’s organisational impact framework, tracking progress against outcomes. - Work with the Head of Impact and Evaluation to establish methods (such as case studies, focus groups, or thematic analysis) to track and report on outcomes across the team. - Lead on the impact analysis of FEA’s major events - the FEA Summit and the Youth Summit. - Lead on the FEA’s annual Membership Update Process, ensuring high response rates and high-quality data capture. - Provide qualitative and quantitative impact and evaluation data and analysis to support the FEA’s annual report and regular governance reporting. - Lead on the production of high-quality reports for both internal and external audiences. - Work with the Head of Impact and Evaluation and the Comms team to ‘learn out loud’, sharing what we know with wider audiences via a variety of mediums including blog posts and social media. - Work with the Head of Impact and Evaluation to build the impact, evaluation and learning capability of colleagues across FEA, through training, guidance and support to set and measure ambitious goals. - Working with the wider team to ensure we are using AI ethically to support our evaluation practices.



About you

We are looking for someone who brings most of the following:

Experience and knowledge:

- Designing and/or implementing Theories of Change, monitoring, evaluation and learning (MEL) frameworks, ideally within the charity, education or social impact sector.
- Collecting, analysing and interpreting quantitative and qualitative data to track progress against strategic or programmatic goals.
- Producing high-quality impact and progress reports for funders, trustees or other external stakeholders.
- Managing evaluation activity across multiple partners, projects or teams at the same time.
- Working closely with delivery or partnership teams to embed evaluation practice into their day-to-day work.
- Working with a CRM system to gather and analyse data.
- Using AI tools ethically in evaluation work.

You will have these skills and attributes:

- Strong quantitative and qualitative research and analysis skills, with confidence using relevant tools (e.g. Excel, survey platforms, data visualisation tools).
- Ability to translate complex data into clear, actionable insights for a range of audiences, including funders and non-evaluation specialists.
- Excellent written communication, with the ability to produce compelling, high-quality reports.
- Strong relationship-building skills, able to work collaboratively with colleagues and partners across the organisation without direct authority.
- Highly organised, with the ability to manage multiple projects and competing deadlines simultaneously.

You will have knowledge of:

- Monitoring, evaluation and learning (MEL) frameworks and methodologies.
- Theory of Change and outcomes-based approaches to impact measurement.
- Salesforce or other CRM systems.
- GDPR and data protection considerations relevant to data collection and storage (desirable).
- Evaluation approaches for systems change initiatives and complex social change programmes (desirable).

You will have these mindsets and values:

- Commitment to the FEA's mission and a genuine belief in educational equity.
- Intellectual curiosity and rigour, with a genuine interest in using evidence to drive improvement.
- A collaborative approach, comfortable supporting and influencing colleagues across teams you don't manage.
- Comfortable working in a newly created role, and enthusiastic about shaping how evaluation is embedded across a growing organisation.

How to apply

ImpactEd Consulting is acting as recruitment advisor to the FEA on this appointment.

We are committed to inclusive and equitable recruitment and will be using the Applied platform to manage the process. This platform helps us to minimise bias in our selection and focus on your skills and experience.

We will ask you to complete your personal details, respond to three short questions (250 words each) and upload your current CV. Your short questions will be assessed without reference to your personal details or CV. Your responses will be scored by multiple reviewers using a structured rubric. Your CV will be anonymised and reviewed separately, after your responses to the three questions have been assessed.

Please start your application on the Applied portal <https://app.beapplied.com/apply/31ezkmpehq>

We only accept applications made on the Applied portal.

If you are shortlisted, the interview process will consist of two rounds. For the first round, you'll be invited to an online interview. For the final round you will be asked to prepare a presentation in advance which will be followed by an in-depth interview discussion which will take place in-person at the FEA London office.

Key dates

- **Applications close:** Monday 26 October (9am)
- **First round interviews:** 9 or 10 November (online)
- **Final interviews:** 16 November (in person at the FEA office in London)
- **Start date:** As soon as possible, to be agreed with the successful candidate

We are happy to consider any reasonable adjustments that candidates may need during the recruitment process. If you require any adjustments for any part of the process, please add details to the reasonable adjustment question on the application form on Applied. If you are unable to attend an in-person interview on any of the dates supplied, please state this on your application form and we will do our best to accommodate.

If you have any questions based on any aspect of the appointment process or require any additional information, please contact talent@impactedgroup.uk.

The questions that you will be asked to answer for your application on the Applied portal are:

- Question 1:** What is the main skill or attribute that you would bring to this role at the Fair Education Alliance?
- Question 2:** Tell us about a time you evaluated a systems change, place-based or partnership initiative. What was the biggest challenge, and how did you address it?
- Question 3:** Describe a time you encouraged colleagues or partners to engage with evidence, reflection or learning. What approach did you take, and what was the result?

Equal Opportunities

The Fair Education Alliance is committed to its equality and diversity policy. We want to do all we can to prevent discrimination in any form. We ask all candidates to complete the [Equal Opportunities Monitoring Form](#). Completion is optional. Any responses you give will assist us in our commitment to equality, diversity and inclusion in the workplace. Your responses will be kept strictly confidential and will not be used in any decisions affecting you.

Safeguarding

The Fair Education Alliance is committed to safeguarding all the children and young people we work and interact with. We take this responsibility seriously, with the focus being on their safety and welfare. It is likely all our employees will have some interaction with children and young people, whether at an event or through our youth engagement work, and therefore all offers of employment are conditional on referencing and Disclosure and Barring Service (DBS) checks, and all employees are required to take part in regular safeguarding training. For more information, please refer to our [Safeguarding Policy](#).

Given the responsibilities of this role, the offer of employment will be conditional on a basic DBS check. You are required to declare any criminal convictions ahead of this check.

Use of AI in applications

You can use AI tools to help with your application, for example to structure your answers, check spelling and grammar, or tighten a draft. We assess answers on specific examples from your own experience. Answers that are generic, or that don't reflect what you have actually done, will score lower however well written they are. Please make sure everything you submit is accurate and your own. We may ask you to talk through your answers or examples given at interview.

Right to Work in the United Kingdom:

All offers of employment are conditional on the successful candidate demonstrating their right to work in the United Kingdom in accordance with the Immigration, Asylum and Nationality Act 2006. We will ask you to provide original documentation confirming your right to work as part of the pre-employment checks process. We are unable to sponsor visa applications for this role.