About the Fair Education Alliance

The Fair Education Alliance is the UK’s largest and most influential education coalition. We are a unique group of over 150 organisations dedicated to ending educational inequality by working together to make progress more quickly. The Alliance is managed by a central secretariat team.

To make education fair, we enable the following three activities:

1. **Drive collective action** We convene Collective Action Projects to create and implement strategies to achieve our **three priority areas**. We host thematic roundtable events that bring together members and influential stakeholders, and we facilitate peer learning through an annual Peer Learning Conference.

2. **Scale impactful solutions** We support our member organisations that have a proven impact through our Scaling Partnerships programme and nurture new innovation through our Innovation Award (supporting the highest potential ideas from the public) and Intrapreneurship Award (supporting FEA members to innovate internally).

3. **Influence policy** We work collaboratively with government bodies to support their strategy development through consultations with our members and producing an annual state of the nation **report card** measuring inequality from primary through to tertiary education.

Purpose of the role

The Head of Impact and Evaluation is central to ensuring that a) the organisations we support place impact at the heart of what they do and b) that we effectively monitor and evaluate our own impact.

The Fair Education Alliance supports a range of education interventions to pilot, become established and scale through our Innovation Award, Intrapreneurship Award and Scaling Partnerships. Impact is a critical element of our support, from enabling individuals to do the most effective problem research, to embedding an organisational Theory of Change to conducting randomised control trials. This role is crucial for helping our portfolio of organisations, and the leaders developing them, to create and implement effective research and evaluation practices. The role is the FEA’s expert in impact management and as such, will also lead the team’s monitoring and annual evaluations.

This is a senior position within the FEA and the ideal candidate is someone who is passionate about the role of third sector organisations in breaking the link between a young person’s background and their educational outcomes. You will be an expert in evaluation and impact management, with experience of developing and implementing impact related change strategies and processes.
You will have a unique chance to make a profound impact on the development of some of the most exciting innovations in education, and work closely with emerging social entrepreneurs to play an instrumental role in the establishment of these ideas as sustainable, scalable organisations.

**You will have responsibility for:**

**Supporting Scaling Impact Award Winners and Partners:**

- Providing Award Winners and Scaling Partners with expert advice to develop and test evidence informed prototypes and routes to scale.

- Refining the impact components of our curriculum and facilitating training sessions for Award Winners and Scaling Partners that lead to the development of strong theories of change, evaluation and reporting processes.

- Assessing the evaluation and impact management needs of Award Winners and Scaling Partners, identifying opportunities for improvement and leading a programme of targeted in-depth support to address these needs for about ten organisations.

- Building and managing strong relationships with colleagues across the Fair Education Alliance members and external stakeholders to broker support for Award Winners and Scaling Partners.

- Supporting Award Winners and Scaling Partners to use the research and data available to effectively target their interventions to make the biggest difference and share best practice in impact measurement.

**Leading FEA’s own evaluation and impact management strategy:**

- Leading the evaluation and impact management of FEA’s own work, working closely with the wider team to develop and deliver evaluation and impact monitoring strategies for their work strands based on emerging evidence.

- Leading our annual reporting and impact measurement.

**Experience, skills and technical competencies**

**Essential:**

**Technical knowledge**

- Extensive knowledge and experience of evaluation and impact management techniques for measuring social impact including, experience supporting others to develop theories of change and theory based impact evaluations

- Experience of developing qualitative and quantitative research tools

- Experience of using and conducting analysis of large datasets
Managing change and developing others
- Experience of working in an advisory capacity to improve impact measurement practice
- Experience of assessing organisational needs, setting goals and monitoring results against objectives
- Proven ability to develop objectives with teams and individuals and monitor progress
- Proven ability to build and manage relationships with senior stakeholders and stakeholders at all other levels, ensuring that its results focused

Communication
- Strong knowledge and experience in making complex information accessible
- Experience of facilitating workshops and training
- Strong written and oral communication, experience of writing funder reports and reports of publishable standards
- Strong relationship management skills and experience building trusted relationships with diverse stakeholders at all levels of seniority

Project and event management
- Proven ability to manage multiple projects
- Experience designing and delivering events for peer learning

Desirable:

Technical knowledge
- Experience of commissioning and managing external research and evaluation projects, either as the client or providing external evaluation as the supplier.
- Experience of using research/data software such as Nvivo, SPSS, Power BI, R
- Familiarity of working with Department for Education datasets
- Experience of Customer Relationship Management databases

Setting vision and strategy
- Proven ability to support small/medium sized organisations to develop a vision and mission
- Experience of influencing and using evidence to inform organisational level strategy and delivery

Knowing the sector
- Experience of working with educational initiatives looking to raise the chances of children and young people from disadvantaged backgrounds
- Experience/knowledge of working in or with a social enterprise

Terms and Conditions

Reports to: Executive Director
Contract: Permanent

Salary: £45,000

Holidays: 27 days per year, plus bank holidays

Location: London

The FEA secretariat is currently hosted at Teach First’s London office at 6 Mitre Passage, London, SE10 0ER (with a view to moving into a new office once we launch as a separate charity in 2020). We adopt an agile working arrangement that allows you to split your time between working at home and working in our office. You will also typically attend events and meet with different stakeholders across England.

How to Apply

Please send a cover note and CV to info@faireducation.org.uk by 11:59pm on Wednesday, 1st January with the subject line ‘Application - Head of Impact and Evaluation’.

Your cover note should answer the following questions and be no longer than two A4 pages:

1. Why do you want to be part of the Fair Education Alliance Secretariat team?
2. What skills and experience make you an excellent fit for the Head of Impact and Evaluation?
3. What is a key lesson you have learned through supporting organisations with their impact and evaluation strategies and implementation?

Successful candidates will be notified by end of day on Friday, 3rd January. First round interviews will be held on Wednesday, 8th January, and second round interviews will be held on Friday, 17th January.

We aim to provide feedback to all applicants within 10 working days from the closing date.
About the FEA

Why we exist

Young people from low income communities are much less likely to succeed than their wealthier peers. The achievement gap begins long before they start primary school and widens throughout their education. The reasons for this inequality are not simple, and lie in an intricate web of social issues. Addressing such complex problems takes more than one institution, one organisation, or even one government.

An exciting opportunity

2019 represents a groundbreaking year for our alliance. The FEA secretariat has been incubated by Teach First since 2014, and this year we will be establishing as a separate charity from Teach First and launching a new three year strategy. We will also be merging with the Teach First Innovation Unit, a powerful engine of growth for grassroots solutions. Over the past six years, the Unit has been instrumental in deepening the impact and expanding the reach of the most promising education organisations in the UK.

We are looking to recruit a new team to help us deliver this strategy and who share our organisational values. We would love to get your application if:

- You have a strong belief in the need for a fairer education system and agree that the way to achieve this systemic change is through cross-sector collaboration
- You are a people-person who is able to build deep relationships and then use these relationships to make change happen
- You are self-reflective and an ongoing learner. You recognise that no one person has all the answers, and that working and learning from each other will help us to achieve our goals.

What we do

Our vision is that no child’s success is limited by their socioeconomic background.

To do this we focus on three priority areas which were collectively agreed by all of our member organisations. These are:

- Creating an education system that develops the whole child
- Getting world class teachers and leaders into the most disadvantaged communities
- Joining up support for all post-16 destinations