

Job Summary

Learning, Evaluation and Impact Manager

Team: Places and Communities

Salary scale: £35,000 FTE (£21,000 for 22.5 hours per week)

Contract: Fixed term until 31/3/27. Part time (22.5 hours per week). Secondments also welcome. *Further extension subject to funding.

Reporting to: Strategic Lead for Place (matrix management with Deputy CEO)

Direct Reports: None

Location: City Works and remote working

Job purpose

Learning and sharing of information enables us and our partners to make informed decisions, especially in relation to reducing the physical activity inequalities that exist across Gloucestershire. We are seeking a learning, evaluation and impact manager who thrives on relationship building and understands the diverse and creative approaches needed to understand learning in complex systems. Based within our place team, the role will work with colleagues, local and national organisations to unpick the complexities of working across communities and with specific target audiences, to share what works, what doesn't, the why and the how, whilst supporting our team to capture learning and demonstrate impact throughout their work.



Our culture

At Active Gloucestershire, the way in which we work is as important to us as the outcomes we achieve. Therefore, we would like all our employees to embrace our organisational values and behaviours.



Be brave

The best way to see if something works is to give it a go



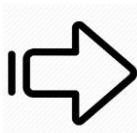
Be curious and listen hard

Gather learning, insight and data and look to understand the experiences of those with perspectives furthest from our own



Stand shoulder to shoulder

Ask for help when you need it, offer it when it will be useful and be prepared to grow ideas together



Go where the energy is

Focus on strengths, emphasise the positive and gently challenge the negative



Build relationships of trust

Invest in others, as much as in getting things done

In this role, you will:

- Lead the implementation of learning and evaluation across we can move's place-based work, ensuring it supports strategic decision making and goals
- Work with our external learning consultant to embed tools that collect, analyse and share both qualitative (stories and conversations) and quantitative (numbers and data) data and learning across Active Gloucestershire
- Identify themes in the work within place business area, and track impact and progress, analysing, collating and using stories of impact to share learning in an inclusive and accessible way
- Be a collaborator, with internal colleagues and with partners across our communities to listen, understand common themes and connect the dots between different areas of work
- Support colleagues to embed a learning culture across the organisation, where learning and evaluation are embedded into everyday practice
- Work with the National Evaluation and Learning Partnership (NELP) and Sport England to ensure Gloucestershire's place-based learning feeds into national learning priorities and the south west place based regional cluster

Skills you'll need:

- Strong analytical skills with experience interpreting complex qualitative (stories and conversations) and quantitative (numbers and data) data to support decision-making
- Background in and / or applied knowledge of different measurement, evaluation and learning methods
- Ability to build relationships with diverse communities and partners
- Confident communicator and collaborator, able to present learning and data clearly and influence a range of stakeholders (such as statutory bodies, community groups and community members)
- Skilled at translating technical or academic material into practical insights, particularly in community-based contexts
- Flexible and responsive, able to adapt to changing priorities and emerging needs
- Committed to equality, diversity and inclusion within your work
- Technically confident with IT, digital tools and reporting using various data sources
- Familiarity with Sport England data sources and knowledge of Gloucestershire and the inequalities that exist across the county

Confidentiality

Data privacy and security is very important to us. Any information you provide will be dealt with in the strictest confidence. It will be stored and managed in accordance with GDPR guidelines.

Disclosure

Because of the nature of the work of our organisation, we take Safeguarding very seriously. The following information is required for legal reasons. If you have any questions or concerns about this, please feel free to contact our Child Protection Officer or a member of the management team.

This post is exempt from the provisions of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975. Applicants are not entitled, therefore, to withhold information about convictions which for other purposes are 'spent' under the provisions of the Act. In the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action. Any information given will be completely confidential.

If you are successful in your application, you will be required to have a DBS check depending on the nature of work undertaken.

Equality and diversity statement

As an employer, we are committed to encouraging equality, inclusion and diversity within our workforce. We seek to ensure that our team reflects the communities we serve, knowing that this diversity will help us to better understand their needs and priorities. We recognise our legal obligations under the Equality Act 2010 and aim to ensure that every member of our staff can work in an environment that promotes equality of opportunity, dignity and respect for all. We will not tolerate any unlawful or unfair acts of discrimination against any member of staff, because of a protected characteristic or any other form of harassment or bullying. We adopt an 'anonymised recruitment' approach to recruiting new employees, which removes the candidate's name, age and gender, ensuring that we hire on a merit-only basis.

Further information

For further information about us, or this role, please read our [culture handbook](#), call Michael on 01452 224477 or email michaelthurlow@activegloucestershire.org.