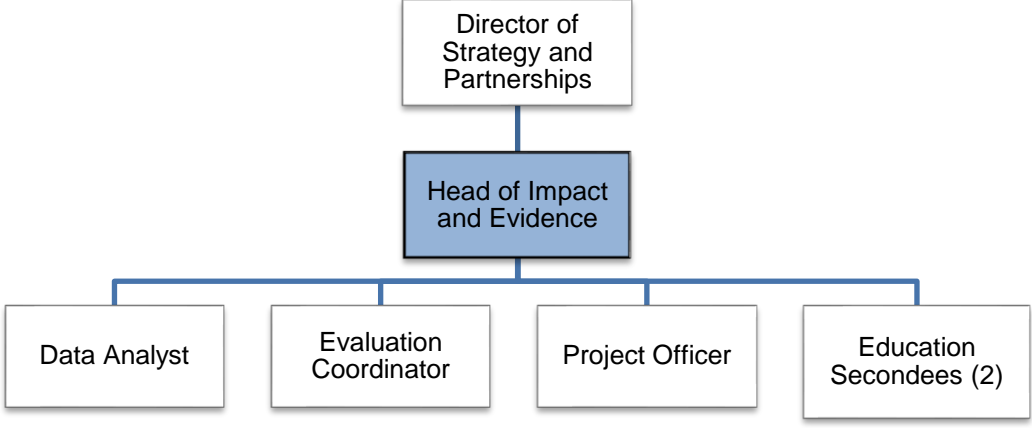


STEM Learning Limited

1. Role Particulars	
Role Title: Head of Impact and Evidence (1fte)	Reports to: Director of Strategy and Partnerships
2. Organogram	
 <pre> graph TD A[Director of Strategy and Partnerships] --> B[Head of Impact and Evidence] B --> C[Data Analyst] B --> D[Evaluation Coordinator] B --> E[Project Officer] B --> F[Education Secondees (2)] </pre>	
3. Purpose of role	
<p>Hold accountability for the successful implementation of effective and impactful evidence, monitoring and evaluation across STEM Learning, leading the Impact and Evidence Team to achieve support STEM Learning with its business strategy and thought leadership.</p>	
4. Key Results / Accountabilities expected from role	
<ul style="list-style-type: none"> • Lead and coordinate STEM Learning’s efforts to effectively generate comprehensive evidence of the impact of our work in ways which meet the needs of key stakeholders across the STEM communities, and our funders, to achieve increased impact, influence and reinvestment of profit. • Lead the implementation of STEM Learning’s evidence of impact, ensuring resources and knowledge is accessible, searchable, and up-to-date for stakeholders across the STEM eco-system. • Lead efforts which shape STEM Learning’s priorities and narrative around the impact and evidence of our support, engaging stakeholders through compelling strategies. • Identify opportunities for strategic partnerships and collaborations to reinforce and enhance STEM Learning’s evidence of impact and innovation agenda, and its importance including for the Science benchmarks. • Help position STEM Learning as thought leaders in the field of evidence of impact and innovation across STEM education, learning and the skills agenda. • Develop and implement strategies to raise STEM Learning’s profile and influence in these areas through participation in conferences, speaking engagements, and thought leadership platforms. • Facilitate the exchange of knowledge and information through various channels, such as internal communication platforms, knowledge repositories, communities of practice, and collaborative tools. • Coordinate and support access to data to generate valuable insights and inform evidence-based decision-making. • Develop mechanisms to facilitate learning from experiences, both successes, and failures, so we become a continuously ‘learning organisation’. • Seek opportunities to leverage external expertise and networks to enhance STEM Learning’s skill and knowledge base. 	

5. Key challenges faced in the role

- Working effectively and collaboratively with the Board, senior leadership team, funders and a range of external stakeholders.
- Developing the role of impact and evidence across the organisation to ensure there is:
 - A culture of continuous improvement, enabling STEM Learning's full suite of support to remain cutting edge, high quality and impactful.
 - An understanding of the broader, strategic importance of impact and evidence across the organisation and how these support STEM Learning's mission and profile.
 - Ensuring the strategic priorities of the organisation are at the forefront of all impact and evidence activities.
 - Robust and effective approaches to monitoring, evaluation and analytics embedded across STEM Learning's entire suite of support.
- Balancing priorities and resources to achieve optimum results from available resource; feeding into the continuous improvement of STEM Learning's offer and growing the influence and profile of the organisation.
- Working closely with teams across the organisation to ensure impact and evidence is embedded into business activity.

6. Any other information (particular reference to planning (nature and impact), scope of impact).

STEM Learning is the largest UK resource for supporting STEM teaching and learning through provision of CPD, resources, STEM Ambassadors and other support, in partnership with a wide range of organisations and individuals.

This role is essential in ensuring that STEM Learning can continue to provide world-leading support to STEM educators, and communicate the impact, thus driving forward organisational growth. The role is influential in ensuring STEM Learning continue to evolve and remain a cutting edge, forward thinking, highly impactful organisation therefore benefitting teachers, technicians, school and college leaders and ultimately young people.

7. Experience and Expertise – Desirable not all essential (typical educational qualification and experience)

Strategic Leadership:

- Demonstrated success in leading and coordinating efforts to achieve increased impact, influence, and business insight through evidence-based strategies.

Stakeholder Engagement and Communication:

- Exceptional skills in engaging stakeholders through compelling narratives and strategies related to impact and evidence.
- Demonstrated experience of articulating evidence and impact to a variety of audience in a compelling and inspiring way – at ease presenting to a variety of audiences, through leading forums, discussions and presenting.
- Strong communication skills to position STEM Learning as thought leaders in the field.

Partnership and Collaboration:

- Track record in identifying and fostering strategic partnerships and collaborations to enhance impact and innovation initiatives.
- Understanding of the importance of evidence of impact in educational settings, particularly in STEM fields.

Thought Leadership:

- Proven ability to drive thought leadership in evidence of impact and innovation within STEM education, learning, and skills agenda.

Evidence, monitoring, and evaluation.

- Extensive experience and expertise in designing and implementing evidence, monitoring, and evaluation strategies in complex educational and youth settings, including understanding of evaluation methodologies for large government-funded programmes
- Proven ability to generate comprehensive evidence of impact to meet the needs of diverse stakeholders.
- Proficiency in implementing data analytics to support data-driven decision-making and generate valuable insights.

Personnel and team management:

- Experienced team leader, able to provide direction and guidance to a multi-disciplinary team ensuring staff understand and appreciate the importance of their role in the organisation.

- Experience in raising an organisation's profile and influence through speaking engagements, conferences, and thought leadership platforms.

Knowledge Management:

- Expertise in facilitating the exchange of knowledge and information across the organisation through various channels and collaborative tools.
- Experience in managing knowledge repositories and communities of practice.

Continuous Learning and Adaptability:

- Demonstrated commitment to creating a continuously learning organisation by learning from both successes and failures.
- Ability to leverage external expertise and networks to enhance the organisation's skill and knowledge base.

Project Management Skills:

- Experience in effectively managing and coordinating projects related to evidence and impact.

Sector Knowledge:

- In-depth knowledge of the STEM education sector, educational benchmarks, and current trends in evidence-based practices, and a commitment to the vision and mission of STEM Learning.

8. Economic dimensions associated with the role (if any)

To ensure successful implementation of effective and impactful evidence, monitoring, evaluation and analytics across STEM Learning within the constraints of funding available.

9. Location, salary and benefits

National role with occasional UK travel. (Expectation to attend main offices in York and London)

Access to the USS pension scheme, CCVs, Cycle to Work scheme and other staff benefits. 38 days holiday including bank holidays.