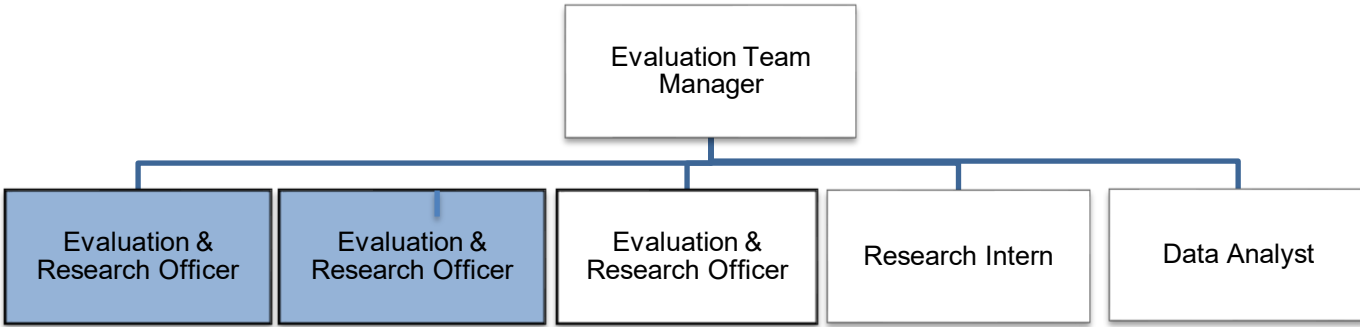


# STEM Learning Limited

1. Role Particulars	
Role Title: Evaluation & Research Officer (1fte)	Reports to: Evaluation Team Manager
2. Organogram	
 <pre> graph TD     ETM[Evaluation Team Manager] --&gt; ERO1[Evaluation &amp; Research Officer]     ETM --&gt; ERO2[Evaluation &amp; Research Officer]     ETM --&gt; ERO3[Evaluation &amp; Research Officer]     ETM --&gt; RI[Research Intern]     ETM --&gt; DA[Data Analyst]             </pre>	
3. Purpose of role	
<p>The Evaluation &amp; Research Officers at STEM Learning play a crucial role in ensuring the effective and realistic evaluation of projects and programmes. They are responsible for designing suitable evaluations and effectively communicating the results to both internal and external stakeholders.</p> <p>Working closely with Programme Management staff, the Evaluation &amp; Research Officer will design and implement evaluations. They will ensure that relevant data is collected, analysed, and interpreted, incorporating information from multiple sources and producing outputs appropriate for internal and external reporting. The Evaluation &amp; Research Officer will also support external evaluations of or research into STEM Learning projects, liaising with external evaluators and STEM Learning staff as needed. When evaluations are complete, they will contribute to the dissemination and use of research and evaluation evidence to internal and external stakeholders, supporting the continuous improvement of the STEM Learning offer.</p> <p>The Evaluation &amp; Research Officer will proactively identify, review, and synthesise relevant external research and sector evidence to strengthen STEM Learning’s own evaluation approaches, reports, and impact claims. This includes horizon scanning for emerging research, ensuring alignment with national and international STEM education insights, and integrating external evidence to enhance the robustness and credibility of our internal findings.</p> <p>This role is integral to maintaining the evidence-informed and impact-driven approach of STEM Learning's operations, working under the direction of the Evaluation Team Manager and in close collaboration with colleagues in programme teams and the broader Data and Impact Team.</p>	
4. Key Results / Accountabilities expected from role	
<p>Specifically the Evaluation &amp; Research Officer will be responsible for:</p> <ul style="list-style-type: none"> <li>• Ensuring projects and programmes evaluated effectively and realistically.</li> <li>• Designing appropriate evaluations, and effectively communicating outputs to both internal and external stakeholders.</li> <li>• Working with Programme Management staff to identify and, where appropriate, implement mitigating actions or to escalate issues.</li> <li>• Ensuring appropriate data is collected, analysed and interpreted, including embedding information from multiple sources in preparation for research and reporting internally and externally.</li> <li>• Supporting the management, further development and use of internal evaluation systems and tools to collect, analyse and interpret data for reporting, monitoring and presentation to various internal and external stakeholders.</li> <li>• Supporting external evaluation and research of STEM Learning projects, including liaising with external evaluators and STEM Learning staff.</li> <li>• Sourcing, reviewing and synthesising external research relevant to STEM Learning’s work, ensuring our evaluations are informed by high-quality, up-to-date evidence that contextualises STEM Learning’s findings.</li> <li>• Maintaining awareness of education and related policy, academic/sector research in STEM education, and evaluation good practice, including social impact, to ensure STEM Learning evaluation maintains best practice and is relevant to the education and policy context in the UK.</li> </ul>	

- Supporting colleagues at STEM Learning to access external research to support their knowledge and the continuous improvement on the STEM Learning offer.
- Assisting in the development of proposals for new work.
- Engaging in learning and development activities appropriate to the skills and competences required to fulfil the position.
- Adhering to ethical standards and data protection protocols.
- Undertaking any other tasks as reasonably required.

**Successful candidates will demonstrate STEM Learning’s values: Sustainable – Innovative – Proactive**

**Sustainable:** Undertake evaluation for STEM Learning to help drive forward our commitment to positively impacting on young people.

**Innovative:** Embrace and seek ideas for developing new approaches to effective programme evaluation.

**Proactive:** Take initiative and make positive contributions to address challenges and seize opportunities.

5. Key challenges faced in the role

- Need to work effectively and collaboratively with external stakeholders and partners including regular communication with remote colleagues.
- Ensuring research and evaluation activities are aligned to business priorities.
- Balancing priorities and resources to achieve optimum results.
- Managing expectations of internal and external stakeholders.
- Time management and dealing with competing priorities and pressures – ability to manage own workload and also communicate clearly and collaborate effectively with colleagues to maximise outcomes.

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

STEM Learning support is a key UK resource for supporting STEM teaching and learning through provision of resources, on-line and physical networking and communities and partnership with a wide range of organisations and individuals. This includes driving forward on-going development of the STEM Ambassadors and STEM Clubs programmes alongside subject-specific support for all involved in teaching STEM subjects to young people.

This role is instrumental in ensuring that all colleagues across the Network continue to provide world-leading support to STEM educators and exceed the expectations of funders and other stakeholders. This role is essential in providing internal and external staff with effective evaluation of STEM Learning support, helping to organisation to meet the expectations of internal and external stakeholders.

7. Experience and Expertise (typical educational qualification and experience)

- A background in project evaluation and social research or other relevant field, with proven skills in a range of quantitative and qualitative research methods and research designs.
- Experience in conducting literature reviews and evidence synthesis to inform evaluation and to provide advice and guidance to programme teams. Ability to interpret and critically assess academic, sectoral, or policy research and translate findings into actionable insights for internal use.
- An understanding of end-to-end evaluation, including designing, developing and implementing effective approaches.
- Good knowledge of mixed methods approaches to research and data analysis.
- Experience of managing and manipulating large datasets.
- Planning and organisational skills with experience of managing contracts and projects
- Excellent written and oral communication skills, including experience of report writing
- A proven ability to interact effectively with internal and external stakeholders.
- An ability to work to tight deadlines and on own initiative
- An appreciation and understanding of STEM education and a commitment to the vision and mission of STEM Learning
- Willingness to engage in professional learning and development activities

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

To contribute to the delivery of optimal data collection and analysis within the funding available

9. Location, salary and benefits

York with occasional UK travel.