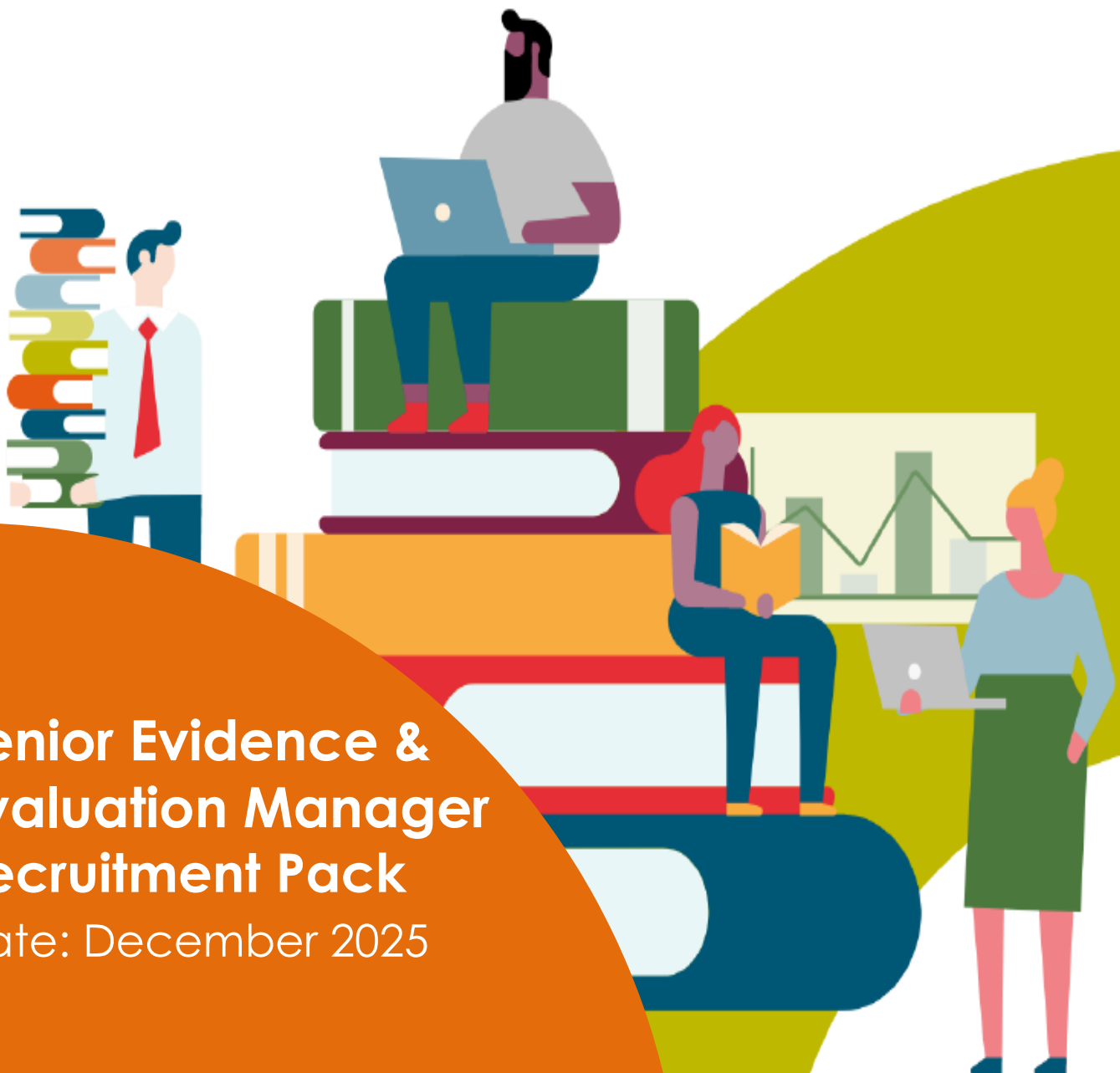


youth futures FOUNDATION



**Senior Evidence &
Evaluation Manager
Recruitment Pack**
Date: December 2025

Welcome

Youth Futures Foundation was established in 2019 with the clear mandate to address the cycle of systemic employment disparities, discrimination and disadvantage that marginalised young people in England face. In our first five years we have built the evidence to better understand why these different employment outcomes exist, and their long-term impact on our young people. The stark reality remains, however, that a staggering 1 in 8 young people are not in education, employment or training (NEET), with those from marginalised backgrounds facing even greater barriers than their peers.

The challenge is big but so is the prize for getting it right, not only for young individuals but our society and economy at large. To get there our country needs clear ambition, which is why the heart of our new strategy sets the goal that England should aim to have the lowest NEET rate in the OECD by 2050; a statement of intent we hope others will join us in calling for.

As we look to the future, it is right we set direction for the unique and privileged role Youth Futures plays as the What Works Centre for youth employment. Not just in building the evidence base on the barriers and solutions to this persistent challenge; but in proactively influencing those who hold the levers of change in policy and practice to unlock a generation of talent.

Established as a small start-up with a big mission, Youth Futures' early years saw the organisation adapt swiftly and decisively. Less

than six months into operations, we – like so many others – were navigating a global pandemic that brought with it an unprecedented challenge for the labour market, young people and the front-line organisations supporting them. I am enormously proud of everything the team were able to learn and achieve during this period, and way they adapted to support those most in need at the time.

We promote strong coordination and partnership working across government, funders, delivery organisations and employers. Our flagship £16 million Connected Futures Fund aims to address the fragmentation of youth employment and skills delivery in the places that need it most, so that young people furthest from the job market receive consistent high-quality support to address complex needs.

We continue to strengthen our organisation and team as we grow and evolve and this role will play a crucial part in supporting the organisation in achieving its vision, mission and business goals. If you are passionate about creating a better future for young people, we look forward to hearing from you.



Barry Fletcher, CEO

About us

Who we are

Youth Futures Foundation is the national What Works Centre for youth employment, with a specific focus on marginalised young people.

What we do

We find and generate high-quality evidence to better understand England's youth unemployment and inactivity challenge, and most importantly to learn what solutions work to address this. We do this through bringing together the best evidence already in existence and build on this by conducting original research and testing and evaluating promising interventions to produce much needed new evidence where there are gaps.

We put evidence into action with policy makers, employers and funders who have the means to make direct impactful change for young people. We do this through translating the evidence practically for stakeholders to use and understand, and through partnerships and engagement to influence, inform and support them as decision makers to back evidence-based interventions that work.

Youth Inclusion

Throughout our work, we proudly involve the voices, perspectives and participation of young people experiencing marginalisation, through our Future Voices Group, our young Board members and beyond. We believe that the young people who are most affected by the system have invaluable perspective and experience, and therefore must be at the heart of efforts to change it.

We actively ensure that all young people engaged with Youth Futures Foundation meaningfully influence our work and advocate within the employment system while also developing their skills and personal outcomes. Our Future Voices Group programme harnesses these insights to craft impactful narratives that influence the knowledge, practice and behaviour of key actors and audiences within the system such as policymakers and employers. The group also participate in decision-making and projects throughout Youth Futures.

Vision, Mission and 'North star' goals

Vision and Mission



A vision that speaks to our core beliefs and aspirations for all young people.

An action-orientated mission as a What Works centre focussing on young people facing marginalisation.

'North Star' goals



Two 'north star' goals to set long term ambition for us and others. They speak to the impact needed for the future to be different for a marginalised young person born today when entering working life.

Our values

We are bold

We want to disrupt the status quo and transform the youth-employment system

We are always learning

We are evidence-driven, we innovate and we aren't afraid to fail

We are inclusive

We embrace, celebrate and

champion diversity in all its forms – it's core to who we are

We are collaborative

We build partnerships and share power to increase the collective impact

We are determined

We are relentless in our pursuit of a better future for all young people



Equity, diversity and Inclusion: At the Heart of who we are

The young people we serve are as diverse as the challenges they face and we believe our team should reflect that same richness of experience and perspective. Building a workforce that is inclusive, highly skilled, and deeply committed is not just a goal; it's the foundation of everything we do.

Our commitment to equity, diversity and inclusion spans all protected characteristics, life experiences, and socioeconomic backgrounds. It shapes our policies, informs our decisions, and drives our culture. We don't just talk about inclusion we embed it in every stage of the employee journey.

How do we make this real?

- ❖ Inclusive Recruitment: We use identity-blind recruitment software for all permanent roles to minimise unconscious bias.
- ❖ Flexibility that Works: We offer a range of flexible working patterns and work hybrid. Our hubs in Birmingham, Leeds, and London allow us to attract talent from across the country, not just one city.
- ❖ Diverse Governance: From our Board to the Future Voices Group and Grants Committee, we ensure diversity of thought and experience in our leadership and advisory structures.

We're proud to be certified as a Great Place to Work and a Disability Confident Employer, committed to attracting, supporting, and developing disabled colleagues. We also champion mental health in the workplace as a Mindful Employer, creating an environment where wellbeing matters.

Our EDI Network, made up of passionate employees and senior leaders, plays a vital role in shaping strategy, reviewing policies, and ensuring every voice is heard. Together, we work to create an open, collaborative, and safe space for all.

We believe fairness starts with pay. As a Living Wage Employer, we ensure every colleague earns at least the London Living Wage. We also share salary information openly on all job adverts and provide transparent pay scales internally because trust and equity go hand in hand.

Joining us means being part of an organisation that doesn't just value diversity—it celebrates it. We're committed to continuous improvement, listening, and learning so that every person feels included, respected, and empowered to thrive.





2023 in numbers

£15m

additional Dormant Assets funding awarded for our Building Futures programme

20

new Future Voices Group ambassadors welcomed in the second cohort

811

employers representing SMEs*, public sector and large corporates engaged through our partnerships with DFN Project Search, Workwhile, Re:Generate and Youth Employment UK

£5.2m

cumulative total committed to the largest ever range of youth employment evaluations in England through our What Works programme

8,640

visits to our Youth Employment Toolkit

3,250

ethnically minoritised young people surveyed on their experiences of learning and employment

2,149

views of our Data Dashboard

27

research and evaluation papers published

07

youth employment interventions featured in our Youth Employment Toolkit, bringing the best evidence to decision makers

25,301

cumulative total of young people engaged

02

grant schemes designed and launched, taking our evidence and putting it into action

01

employer engagement strategy developed in consultation with Employer Advisory Board members, the Youth Futures Foundation Board and the Future Voices Group

£29m

in cumulative grant funding awarded to 173 grantees

Unless otherwise stated, this report and these figures cover the period from January to December 2023.

*SMEs are small-to-medium-sized enterprises

Role description

SENIOR EVIDENCE AND EVALUATION MANAGER IMPACT & EVIDENCE DIRECTORATE

Term: Permanent - Full Time –37.5 hours per week

We offer flexible working and consider alternative patterns of work

Salary: £45,850 - £51,810

Reporting to: Head of Evaluation

Location: This role can be based at any of our hubs located in London, Birmingham or Leeds. We currently operate a hybrid model of two-days per week in the office and three-days from home. You must also be prepared to travel to the other hubs and other locations as required for the purpose of this role, which may occasionally require overnight stays.

The Senior Evidence and Evaluation Manager sits within the Impact & Evidence directorate at the heart of Youth Futures Foundation. You will play a central role in building the evidence base on what works to support young people into good jobs. Working with three Heads of Evaluation, the Deputy Director and the Director, you will help ensure our evaluations are designed to generate credible evidence of what works.

Your primary responsibility will be to lead the design, commissioning and management of impact evaluations, including RCTs and QEDs. This will include feasibility or developmental work where interventions are not yet ready for full impact evaluation.

Working closely with independent evaluators and delivery partners and colleagues in our Programmes & Grants and Policy & Communications directorates, you will assess the evaluability of interventions, and lead the design and delivery of large-scale, complex impact evaluations. You will manage a portfolio of projects, leading some directly, and overseeing others while supporting more junior colleagues.

You will also contribute to strengthening our 'evaluation architecture', leading projects that enhance data infrastructure and access to administrative datasets, and set standards for methodological rigour in the sector. This work ensures that, as the What Works Centre for youth employment, our evidence is both highly credible and useful to policymakers and commissioners.

In addition, you will lead other aspects of the team's commissioning. This may include developing policies and processes, supporting the Heads of Evaluation to strengthen commissioning practice. You will work with Policy & Communications and Employer Engagement colleagues to identify promising programmes for evaluation and ensure outputs include clear, practical recommendations for policy and practice.

You will also work with the Heads and Deputy Director of Evaluation to support the development of Evidence & Evaluation Managers.

Key responsibilities

- ❖ Critically review evaluation proposals to ensure designs are high quality and cost effective, and that the most suitable evaluators are commissioned.
- ❖ Shape the evaluation approach for individual grant rounds and complex evaluations.
- ❖ Manage the development, design and implementation of impact evaluations progressing from initial feasibility, pilot and development phases.
- ❖ Lead large-scale complex impact evaluations from design through commissioning to dissemination, supporting Evidence & Evaluation Managers, including:
 - designing calls for proposals (e.g., deciding evaluation aims, objectives, key research questions) with relevant stakeholders

- assessing the quality of submitted evaluation proposals
- liaising with evaluators and delivery partners to develop effective research and evaluation tools, from evaluation mobilisation to final reporting
- reviewing feasibility studies for further evaluation/funding continuation, including developing presentations to the Grants & Evaluation Committee when necessary
- supporting grantees during set up to clarify their theory of change, programme fidelity and data requirements
- working closely with Policy & Communications colleagues to translate findings into outputs for policy, practice and employer audiences.
- ❖ Manage evaluation contracts, budgets and risks.
- ❖ Ensure all evaluation activity meet Youth Futures' governance, ethics and safeguarding requirements.
- ❖ Monitor delivery against evaluation plans for a portfolio of projects and provide support to junior colleagues as needed.
- ❖ Lead key commissions for Youth Futures What Works Architecture programme and contribute to ad-hoc projects that improve team ways of working.
- ❖ Provide technical expertise and training to colleagues across the organisation to support delivery of high-quality evaluation projects.

Other responsibilities

- ❖ Work collaboratively with teams across Youth Futures to carry out projects that achieve organisational goals, such as internal steering group and committees.
- ❖ Work closely with the Heads and Deputy Director to identify and make improvements to the operation of the team, ensuring we are working efficiently and strategically to achieve our goals.
- ❖ Contribute to Youth Futures' broader evidence requirements, youth participation strategy, and good practice toolkits.

PERSON SPECIFICATION

	Essential	Desirable
Knowledge, experience and abilities		
Significant knowledge/experience of evaluation methodologies, including RCTs, gained within a commissioning or research setting	X	
Strong experience critically appraising data, evidence and research literature	X	
Excellent track record of project-managing research and evaluation projects	X	
Extensive experience effectively communicating research and evaluation findings (both written and orally) to different audiences	X	
Significant experience leading the design of mixed-methods evaluations	X	
Proven ability to foster and sustain positive, collaborative relationships internally and externally	X	
Strong track record of contributing to strategic planning across a portfolio of complex evaluation projects to achieve meaningful change	X	
Able to manage a portfolio of complex evaluation projects simultaneously, and support others to do so	X	
Able to establish priorities and manage a complex workload to meet tight deadlines	X	
Experience with data protection, safeguarding and research ethics	X	
Sound experience using MS Office 365 and other IT applications, Teams and SharePoint and online/remote working tools	X	
Able to identify and propose improvements to ways of working or processes	X	
Comfortable working with others, including supporting junior colleagues' development to deliver high-quality evaluation projects	X	
Knowledge of evaluation data strategies	X	
Experience accessing/using administrative datasets and data linkage		X
Experience translating evidence into actionable recommendations considering accessibility requirements		X
Knowledge of education and/or labour market policy and delivery contexts		X

	Essential	Desirable
Skills & competencies		
Analytical and methodical	X	
Excellent manager of evaluation projects (ideally in commissioned research / evaluation)	X	
Strong quantitative/statistical research skills, including sound understanding of the methods and assumptions underpinning impact evaluations	X	
Problem solver who anticipates risks and issues, and engages the appropriate people to productively resolve them	X	
Collaborative team member who can also take initiative and work independently, and can adjust to the changing demands of a dynamic working environment to help the team achieve its goals	X	
Relevant qualification in an economic, social science or statistical discipline (or equivalent experience)	X	
Clear passion for improving employment outcomes for marginalised young people	X	
Commitment to equity, diversity and inclusion and to involving young people in evidence generation and decision making	X	
Excellent written and verbal communication skills, able to articulate complex concepts clearly and concisely	X	
Proactive learner	X	
Committed to the value of mixed-methods approaches	X	
Flair for robust evaluation strategy and design	X	
Strategic thinker, able to assess long-term potential, risks and opportunities, considering a range of issues and dimensions	X	
Designs and delivers creative yet practical solutions to complex problems	X	

MINDSET

- ❖ a genuine personal commitment to Youth Futures mission, vision and values applying these to everyday working
- ❖ to thrive when operating in a growing and evolving organisation
- ❖ a proactive and flexible approach
- ❖ a positive and can-do attitude, willing to roll sleeves up to get into details where necessary
- ❖ a commitment to equity, diversity and inclusion, demonstrating inclusiveness, collaboration and respect
- ❖ a commitment to our employee code of conduct and behaviours
- ❖ contributes to and helps build a strong, positive team culture
- ❖ follow internal policies, processes and practices

THINGS TO KNOW

As part of Youth Futures Foundation's safeguarding policy, all employees are subject to a basic Disclosure and Barring Service (DBS) check, some positions may require an enhanced level disclosure.

The young people we aim to serve – and the challenges they face - are all unique. We are looking to build a team that reflects this diversity. Our commitment to inclusion across race, gender, age, class, religion, identity, and experience forms the cornerstone of our work. We are an equal opportunities employer, Mindful Employer, Disability Confident and welcome applications from all sections of the community.

We are particularly keen to encourage people with lived experience of the challenges facing young people in the labour market, and committed to supporting you in your application. Please contact us if you require any additional support.

Internally, we encourage an open, collaborative and inclusive working environment.

Summary of benefits and general T&C's

Probationary Period - all offers of employment are subject to a six month probationary period. Regular reviews will be undertaken during this period.

Holiday Year – 1st January to 31st December.

Holiday entitlement – holiday is issued in hours 210 per year equivalent to 28 days holiday, plus 8 statutory bank holidays. Entitlement is pro-rata for part-time employees. Holiday can be requested via the HRIS BreatheHR system. We are also flexible for employees to work on occasional public holidays (except Christmas, Boxing or New Year's Day) in lieu of taking a day off to celebrate an alternative significant religious day. Please discuss this further with line manager or Head of People.

Hours of work – are as specified within individual contracts of employment. Our standard working hours are 37.5 per week, standard working hours are 9:00am – 5:30pm including one hour lunch.

Lunch break – lunch breaks are a minimum of 30-minutes. Refreshment facilities are provided in each of our hub locations.

Flexible working – we offer a range of different working patterns such as variable start / finish times, part-time or compressed hours. Please speak with your line manager or Head of People to discuss any variation to working pattern or hours. Requests for flexible working can be made informally or formally.

Location – each employee will be given a hub location as their place of work, London, Birmingham or Leeds. There is a requirement to visit or work from other hub locations as necessary, including to attend the periodic face to face, all staff away days (which involve an overnight stay).

Hybrid working – we currently offer an arrangement that allows you to work three days per week from home. However, if your home working situation or general working preference means that you prefer to work in an office, there is no upper limit to the number of days working in the office. We provide all relevant home office equipment to ensure you are properly equipped to work effectively from home. A catalogue of equipment is offered for you to select the required equipment.

Volunteering days – we offer three paid volunteering days per year, pro-rata for part time employees, unless otherwise agreed at our discretion each year (January to December) to allow employees to undertake voluntary/charitable work. This time can be split into half days. Volunteering time is recorded on the HRIS BreatheHR system.

Personal/professional training allowance – a personal training allowance of £750 is allocated to each employee per year to use in a variety of methods such as conferences, events, books, journals, professional subscriptions/memberships, contribution to qualifications, coaching, to support with CPD, and £250 per head for functional teams to pool and engage in collective training.

Salaries – salaries are paid via BACS direct into bank accounts on the 25th of each month, where the 25th falls on a weekend, payment will be made the Friday before. Payslips are issued electronically via Xero.

Pay structure – we have a nine point incremental pay structure, which enables an employee to move annually up the scale each service anniversary.

Enhanced Maternity, Adoption and Shared Parental Leave Pay - weeks 1 to 26 on full pay, weeks 27 to 39 on Standard Maternity Pay (SMP), weeks 40 to 52 unpaid (eligible at 6 months service).

Enhanced Paternity/Partner leave - three weeks at full pay.

Absence reporting – employees are expected to contact their line manager and/or Head of People to notify of any absence at your earliest possible opportunity and by no later than 10:00am. Absence is recorded on the HRIS BreatheHR system.

Sickness absence payments – for the first 6 months of service you will receive a maximum of four weeks full pay, after 6 months you may receive up to 12 weeks full pay. After this period the below income protection policy will then apply.

Emergency leave – up to 5 days of paid leave each year is available to enable an employee to deal with an emergency. These are not to be taken as consecutive days of absence, but to give the time to deal with a personal emergency and make any relevant alternative arrangements.

Medical/Dental appointments – reasonable paid time off is granted where such appointments are not able to be made outside of working hours.

Income protection – provides replacement income if an employee is absent from work through long-term illness or injury. After 13 weeks of absence, the income protection plan provides 75% of basic salary for a two-year period. Provided by AIG.

WeCare – through Canada Life you have access to similar health and wellbeing support through their WeCare programme which offers 24/7 online GP, mental health support and virtual wellbeing.
<https://www.canadalife.co.uk/workplace-protection/support-services/wecare/>

Employee Assistance Programme – A 24-hour helpline with access to a range of legal, consultancy, 24/7 crisis assistance support and signposting. Provided by Assured Health.

Health Cash Benefit – a cash plan insurance policy that helps cover the cost of everyday health care, such as dental, optical and therapies. The plan reimburses some or all of the cost of routine and/or unforeseen healthcare costs and appointments. Full details of entitlements and support available will be issued to you direct from the provider Medicash. Totalling £995/year.

Group Life Assurance – a policy which enables employees to provide a tax-free lump sum benefit payment, and/or a longer-term income to their family and dependants in the event of death whilst in Service. Cover provided by Canada Life. Payment is based on 4 x basic salary.

Season Ticket Loan – An interest free loan for a 6 month or 12-month season ticket with monthly deductions from salary.

Travel card loan – the company can provide financial support to purchase travel cards. This is then deducted on a monthly basis from salary for an agreed time period.

Pension – There is an auto-enrolment pension scheme provided by People's Pension. If you meet the auto-enrolment criteria, you will automatically become a member of the scheme. Youth Futures Foundation pay an employer contribution of 6%, with an employee contribution of 5% of salary. An opt in to an additional 2% matched contribution can be made with a contribution totalling 15%. Membership details will be issued to you upon commencement. You can choose to opt out the scheme should you wish.

Cycle to Work Scheme – Provided through the Bike2Work Scheme.

<https://www.bike2workscheme.co.uk/> Allows you to buy commuter bikes and cycling accessories through us, so you spread the cost and making savings through a tax break. For more information on the scheme and to obtain our company pin to register please speak to our Head of People.

Expenses - Reasonable expenses incurred in line with the Travel & Expense Policy will be reimbursed against receipts. Expenses can be claimed back via the Zoho app.

Dress Code – dress for the day. We expect that you will dress appropriately for the work in which you are carrying out.

How to apply

To apply for the role please visit [BeApplied](#)

Applied is our online recruitment platform.

Applied offers a more effective approach to hiring – removing any bias. Applications are anonymised for the shortlisting process and candidates are assessed on their answers to set questions that are skill-based relevant to the role.

Applied enables you to complete your application in stages before final submission.

Our application process requires you to answer a set number of questions approx. 5 per application. With a limit of 250 words per question. You will then be asked to submit your CV to accompany your application. One of the questions will ask you to summarise your suitability for the role.

Please note: before you start your application you will be asked to confirm that you are answering the questions yourself and that answers are not plagiarised or automatically generated by AI software, before you start your application.

We expect thoughtful and personalised responses to our application questions, rather than generic AI-generated answers. Applications found to contain AI-generated content without meaningful personalisation will be flagged, and scores could be impacted.

You must ensure that you genuinely record the abilities, skills and experience that are verifiable. Remember, as the applicant, you are responsible for the entire content of your application, regardless of how it is generated.

Your personal information, supplied for the purposes of recruitment will be held and processed by Youth Futures Foundation for this purpose only. For further details please view our privacy policy [Privacy Policy - Youth Futures Foundation](#).

Recruitment timetable

Deadline for applications: Monday 5 January, 9am

Interviews: w/c 26 January 2026

Please note: Due to receiving high volumes of interest in our opportunities, this vacancy may close earlier than the advertised deadline. To ensure your application is considered, please submit it as soon as possible.

If you require this document in an alternative format, or have any questions relating to this vacancy please contact our people team on opportunities@youthfuturesfoundation.org

