

<b>Job title</b>	Evaluation Manager
<b>Department</b>	Research and Evaluation
<b>Reporting to</b>	Head of Evaluation and Impact
<b>Contract</b>	Full Time, 14 month fixed term contract
<b>Salary range</b>	£43,000-£46,000 p.a (plus generous benefits package)
<b>Location</b>	London with hybrid working (up to 60% remote working)

We are a not-for-profit organisation committed to increasing the diversity and numbers of young people entering engineering and technology to meet the future workforce needs, as well as promoting roles that help us work towards net zero and drive environmental sustainability.

At EngineeringUK we use evidence to make a real difference. Through research insight and robust evaluation, we work to improve the impact of our own work, as well as that of other organisations in our sector. We're looking for an experienced Evaluation Manager to join our team of researchers and analysts to deliver and develop our evaluation projects, to help build an evidence-base for engineering and technology outreach activities and shape how we use this evidence to inform our own and others' practice.

This role offers the opportunity to apply your expertise in designing, implementing and reporting on process and impact programme evaluations – most of which focus on young people - utilising quantitative and qualitative methodologies, conducting evidence reviews, and working collaboratively with key stakeholders. You'll work with colleagues to embed learnings and develop advice and guidance to support the engineering outreach activity more widely.

## About EngineeringUK

Our **purpose** is to drive change so more young people choose engineering and technology careers.

Our **vision** is that the UK has the workforce needed for engineering and technology to thrive, to improve sustainability and to achieve net zero.

Our **mission** is to enable more young people from all backgrounds to be informed, inspired and progress into engineering and technology.

In the UK, we don't have enough engineers and demand is going up. So, we need more young people to realise there could be a future for them in engineering and technology. To really thrive, we need a stronger, more diverse and representative workforce and for that we have to do things differently to make engineering more appealing.

We are a not-for-profit working with hundreds of organisations across business, education, professional institutions and the third sector so we can all grow the future talent pool together. We drive that collective effort through research and evidence, leadership, activities for schools and



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advocacy, with a focus on long-term sustainability.

We guided by a series of values that we apply to all our activity:

- We are **inclusive** and care about diversity. We understand that we have different needs and create opportunities for everyone's voice to be heard
- We are **collaborative**. We listen, share and work in partnership to achieve our vision
- We are **curious** and keen to learn. We challenge ourselves and others to innovate and experiment
- We are **insightful**. We evaluate what we do and draw on research to make decisions and to improve our collective understanding
- We are **driven** by a strong sense of purpose. We are determined to make an impact and achieve our goals

## About the role

At EngineeringUK we use evidence to make a real difference. Through research insight and robust evaluation, we work to improve the impact of our own work, as well as that of other organisations in our sector. Our aim is to make a positive difference to young people's lives and securing the diverse engineering and technology workforce the UK needs to thrive. The research and evaluation team consists of 6 researchers and analysts who work to provide these insights.

This is an exciting opportunity to deliver and develop our evaluation projects, to help build an evidence-base for engineering and technology outreach activities and to shape how we use this evidence to inform our own and others' practice.

With support from the Head of Evaluation and Impact, you will be the operational lead on our evaluations, with responsibility for:

- critically assessing the evidence required to ascertain impact of engineering and technology outreach activities across a complex landscape, with an emphasis on groups historically underrepresented in the engineering and technology professions
- designing and managing the evaluation of our educational programmes, including the practicalities and logistics of collecting/analysing these data, and reporting findings to internal and external stakeholders
- working with colleagues to embed learning from evaluation findings into our future activities and the wider evidence base on the impact of engineering outreach activity
- developing advice and guidance on evaluation and impact measurement to support the engineering outreach community to evaluate their activity more robustly.

This job would ideally suit an experienced monitoring and evaluation professional interested in evaluating education programmes with a focus on increasing opportunities for young people from underrepresented groups.

We believe that hybrid working has many benefits and are pleased to offer flexible working **with a minimum of 2 days (or 40%) a week in the office and the option for a flexible start and end to the**



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**working day** in our vibrant central London office overlooking the Thames and may involve some travel in the UK for evaluation fieldwork. Further details on our flexible working practices can be discussed at interview or you can reach out to a member of our HR team.

Further details of the role can be found in the job description and person specification.

## Person specification

### Essential Skills / Competencies

- Knowledge of and experience in using evaluation techniques/practices, ideally with familiarity of education outreach programmes
- Ability to design and use quantitative and qualitative data collection tools and analyse these data using widely used analysis software (for example, SPSS, STATA, R, CAQDAS)
- Experience in undertaking literature searches and reviews, identifying relevant evidence, appraising its quality, and summarising the body of existing work
- Excellent time and project management skills, with experience working on multiple projects at once, adapting to changing priorities, and meeting hard deadlines
- Demonstrated ability to lead evaluation projects independently, from conception to dissemination
- Proactive in identifying evaluation opportunities and driving projects forward
- Ability to work independently and prioritise own tasks and time, but also take direction, be flexible and work collaboratively with others, contributing to team decisions and facilitating cross-organisational working
- An understanding of ethical and legal aspects of social research and the ability to adhere to appropriate research ethics and data protection protocols
- Ability to effectively engage with stakeholders, foster collaboration with external partners on shared objectives and involve users in the development of research and evaluation
- Commitment to our mission and values, you will be able to engage with our values and work in a way that supports our commitment to equity, diversity and inclusion

### Education / level of experience

- 3 to 5 years of professional experience in monitoring and evaluation of programmes, ideally with young people

EngineeringUK is committed to being an inclusive workplace, where everyone feels they belong. This is supported by the dedicated work we are doing to ensure our policies and practices are inclusive and that our staff are trained to be able to fulfil this commitment.

We value the benefits of a diverse workforce and encourage applications from people of all backgrounds and experiences. Our recruitment process is designed to be as accessible and inclusive as possible and to ensure people are individually assessed regardless of their backgrounds or

characteristics. We are an equal opportunities employer and are open to flexible working, including job share.

## Applying for this role

### Applications

If you would like to request to submit your application in an alternative format to support accessibility, please let us know.

The deadline for applications is 12:00 noon on 9<sup>th</sup> June.

### Interviews

Applications will be assessed against the requirements for the post as set out in the Role Profile and Person Specification.

We are a Disability Confident committed employer. We guarantee an interview to any disabled people who meet the minimum requirements of the role. Additionally, if there are any reasonable adjustments we can make to make this process easier for you then we are happy to do so. Just complete the relevant sections of the online application form.

We aim to notify candidates who have been shortlisted on 12<sup>th</sup> June. If you have not heard from us after this date, please assume that you have not been successful.

First interviews will be held week commencing 23<sup>rd</sup> June.

## What can we offer you?

- Competitive salary
- 28 days paid annual leave (plus bank holidays), in addition we normally close for the Christmas week
- Competitive pension (10% employer contribution)
- Annual bonus opportunity
- Flexible working
- A vibrant office with terrace overlooking the Thames embankment and Tower Bridge
- Employee Assistance Programme
- Life Insurance (4 x salary)
- Long term illness/incapacity insurance cover (permanent health insurance or PHI)
- Annual private health check for all employees over 40 once they have completed their probationary period and to employees over 35 after 3 years' service
- Discounted gym membership



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- Yearly flu vaccination

