

Belief

Courage

Growth



Senior Impact Manager Role

Job Description



“ Education is not the answer to the question. Education is the means to the answer to all questions... ”

- William Allin



Role Overview

- Contract Length: Permanent
- Hours per week: 37.5 hours per week
- Hours of work: 8am-4pm Monday to Friday (flexible as job requires)
- Holiday: 25 days annual leave allowance (excluding bank holidays)
- Reports to: CEO
- Start Date: November-December 2021
- Pay: Starting Salary: £27,000 - £32,000 dependent on experience
We are heavily expecting this role to turn into a directorship outlining large progression routes within the business including salary progression
- Location: Think for the Future Centre, Nottingham City
This role will be based at our Head Office in Nottingham City, however due to the nature of the role is is essential that you have access to your own mode of transport in order to attend meetings with schools and partners in other areas.

Overview:

The Impact Manager role at Think for the Future is an exciting role within the Impact and Data team at Think for the Future. You will be responsible for further developing our Impact Measurement strategies and reporting our impact to our stakeholders in new and innovative ways. A big part of the role is to expand our methods in which we utilise data to impact more young people's lives and help them to engage positively in education. We are very lucky to have an incredibly innovative Impact Measurement System which automates our Impact processes and we are looking for an individual to lead further development of our system to support Think for the Future's mission as a whole.

There is large scope within this role for progression routes to a directorship and for the individual to really take ownership of our impact strategies, systems and processes moving forward. We know we are market leaders within the sector for our impact evaluation tools and utilisation of technology but we are ambitious and want to continue to develop this asset within TFTF and to potentially look at commercialising our system in the near future for schools and partners to utilise.

We are excited about this role and we are looking for a candidate to share this excitement!



Think for the Future

BE PART OF SOMETHING EXCITING...



About Us & Our Mission

Think for the Future is a social enterprise that partners with schools nationally to deliver a Behaviour and Resilience Mentoring provision which is proven to have a measurable impact on engagement in learning. Our mission is to empower students with the skills they need to overcome social and emotional barriers in their lives that are stopping them from engaging in school and reaching their full potential.

We work in primary and secondary schools to position TFTF Behaviour & Resilience Mentors and Inclusion Centre Managers who use our TFTF curriculum to build student's social and emotional skills so that they can take control of their behaviour and drastically improve their school engagement. Our TFTF team in schools are brilliant role-models for students who build strong relationships with students who are often facing significant barriers in their lives and motivate them to reach their full potential. We believe in early-intervention with young people before they are excluded from school, giving them the power to turn things around and see the opportunity that school gives them.

"Education is the key to unlocking the world, a passport to freedom"

Working at Think for the Future

Think for the Future is a dynamic and innovative social enterprise that is committed to their schools, young people and the wellbeing of their staff. We've been recognised in the education sector as an organisation with significant potential to create systematic change across our sector and you will be a big part of that journey. Working with us, you'll belong to a close-knit and supportive team who all believe in our mission and who will invest heavily in your personal development, welfare and performance so you are able to have maximum impact and enjoyment in your role. It's a very exciting time to be joining Think for the Future as we grow into new areas, new schools and expand the number of young people we are impacting every day.

Senior Impact Manager

We are looking for a dynamic individual who wants to work with a technical system to lead and deliver impactful reporting and to further develop TFTF's market leading impact reporting expertise. We are looking for the candidate to have an outstanding technical skillset, and to be a team player that is comfortable working in a fast-paced environment.

You will need to be able to think innovatively and deliver long term solutions to evolving business needs and must be comfortable delivering both formal and informal reports and presentations to both internal and external stakeholders of varying levels of seniority and technical expertise. We are looking for the candidate to be a future leader at TFTF and to be able to take ownership of our impact strategy and development of our systems and processes.

Main Responsibilities of the role:

Impact Reporting Management

- To lead and further develop our internal impact and data dashboards for the whole organisation to gain vital data insights
- To manage, oversee and optimise all Power BI and other impact technologies at TFTF
- To work with our school services team to produce our termly Impact Reports for our school customers using our TFTF Impact System
- To streamline and automate our reporting processes as we scale
- To lead on the development of our TFTF Live Impact Dashboards for our schools to access which will be a transformative service that we offer at TFTF
- To lead on TFTF's Impact strategies and strengthen the depth of impact analysis of our intervention
- To lead on the long term strategy to have external verification of our companies impact through impact audits and RCT's with partner organisations
- To work with our school services team to on-board our schools data connections
- To work with our schools to upskill them in our Impact Reporting and to host webinars and drop in sessions for key school leaders
- To engage with external partners to showcase our Impact Reporting methods and to learn from other leaders within the market
- Leading on Data Protection and Data Sharing at TFTF (training will be provided)

System Management & Development

- To manage and lead on the oversight of all of our Impact System and other supporting technologies
- Managing our in-house developer to ensure the back-end of our system and other technologies are functioning properly at all times and we are continuously optimising the system
- Leading and project managing new system implementations and upgrades

Progression and Development Opportunities

At TFTF, we understand the importance of providing progression and development opportunities. As part of this role you will have significant opportunity to develop your skillset, with access to a staff CPD budget as well as mentoring from other team members and external partner organisations. For the correct candidate this role can hold large progression routes to further leadership roles within the company.

Ideal Candidate Profile

Safeguarding

Think for the Future is committed to safeguarding and promoting the welfare of children and young people and we expect all staff and volunteers to share this commitment. We adopt a rigorous Safer Recruitment Policy which is followed for every appointment. Therefore, successful appointment to this role will be subject to:

- Declaration of any convictions, cautions or reprimands which you have incurred
- An Enhanced DBS Check
- Two Satisfactory References
- Proof of Eligibility to work in the UK

Diversity and Inclusion

At Think for the Future we're committed to creating a culture where everyone, from any background, can do their best work. For this reason we are particularly keen to hear from candidates from a diverse range of backgrounds.

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none">• Strong ability to lead a strategy, a team and a technical solution• Some experience and understanding of data visualisation, for example Microsoft Power Bi or Tableau• Some experience with data modelling and DAX calculations• Good understanding of how to visualise data to customers• Outstanding problem solving skills• Outstanding communication skills; the ability to present information in an engaging, concise way• Outstanding Interpersonal skills; the ability to build positive relationships and rapport with senior leaders and the TFTF internal team.• Strong written communication• Ability to manage change and to adapt to unexpected demands.• Full commitment to the role, our organisations social mission and to helping the company achieve its objectives.• Ability to assess priorities and manage competing deadlines both independently and as a member of a team• Access to own mode of transport	<ul style="list-style-type: none">• Higher education qualifications• Industry specific knowledge about the Education and School sector• Experience writing SQL scripts for data transformation and extraction• Strong understanding of relational database design and modelling• Experience working with UK GDPR• Knowledge of other coding languages used in the transformation and analysis of data• To have experience and knowledge of Data Protection and Data Sharing legislation and practice, specifically surrounding highly sensitive data

Additional Perks of Working at Think for the Future



Comprehensive Induction Training: We provide a dynamic Induction Training for all new staff, during which we not only introduce you to our provision and the rest of the team but also provide team socials so you get to know your colleagues quickly.

Continued Professional Development: At TFTF, we understand the importance of providing progression and development opportunities. As part of this role you will have significant opportunity to develop your skillset, with access to a staff CPD budget as well as mentoring from other team members and external partner organisations. This is a brilliant opportunity to build your skillset and expertise in customer relationships.



Perkbox: We provide you access to Perkbox, an online platform that provides a wide range of offers discounts and freebies especially for you. From free coffee or sausage rolls to cut price theme park tickets and discounts with popular brands – there’s something for everyone!

Perkbox Medical: We all know how difficult it can be to get an appointment with a GP these days. Through your role at Think for the Future, you're given access to Perkbox Medical, which allows you free access to 24/7 virtual medical consultations whenever you need them.



Health Assured EAP: We know that life can throw us curved balls sometimes and it’s hard to know where to turn. Our partners at Health Assured offer 24/7 confidential support from experienced therapists and advisors for just about any issue you can think of. From family issues, financial information and legal information to childcare support, consumer issues and bereavement counselling. If you have a problem, they’re there to help you solve it.

Positive & Supportive Team Culture: At Think for the Future, we pride ourselves on our positive and supportive team culture. We invest heavily in our staff to ensure that they are able to support the strategic aims of the organisation and, most importantly, are happy whilst doing it!



How to apply:

To apply for this role please send your CV along with a cover letter explaining why you are suited to the role to: cherie.white@thinkforthefuture.co.uk

Deadline: 30th October 2021- However interviews will commence before this date

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