

SENIOR EVALUATION OFFICER

x1 permanent role

Job pack

Closing date: 12:00 (midday) Monday 14 September 26



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JOB DESCRIPTION

Senior Evaluation Officer

Purpose:	To lead the day-to-day design and delivery of evaluations
Responsible to:	Head of Evaluation
Responsible for:	x1 Evidence and Evaluation Officer
Number of hours:	Full-time, 35 hours/week (net)
Length of contract:	Permanent
Salary:	£54,899 plus generous benefits

The organisation

Foundations strives to be a great place to work, where everyone is high performing and where together we achieve impact that makes a real difference for vulnerable children and families. We focus on generating and championing high quality evidence, working directly with government and local leaders to provide practical solutions and encourage change. We're an organisation with ambitious aims and our people are essential to our success.

The role

You'll be a senior member of the Evaluation team, reporting to the Head of Evaluation and responsible for the performance and development of a Evidence and Evaluation Officer (EEO).

For this role, we are looking for someone to lead our Domestic Abuse priority area. Your portfolio at Foundations may also include projects in other priority areas (Supporting Parenting, Strengthening Family Networks, Relationships for Care-experienced Young People), depending on the team's needs. Working in multidisciplinary teams, your role will be to scope evaluations and ensure that commissioned evaluations are delivered on time, to budget, and to high standards.

Key tasks

Priority area leadership

- Provide evaluation leadership for the Domestic Abuse priority area by co-leading working groups, facilitating join-up across the organisation, developing knowledge through your own learning and development, and upskilling members of the Evaluation team.

Evaluation design

- Design evaluations for success (credibility, usefulness, timeliness, efficiency)



- Analyse the opportunities and risks associated with each evaluation
- Communicate these risks and opportunities to project sponsors and the project team
- Write evaluation specifications and manage calls for evaluators.

Evaluation portfolio management

- Oversee a portfolio of impact evaluations and ensure the portfolio as a whole is coherent, deliverable, and aligned with organisational priorities
- Ensure consistency of approach and quality across projects, spotting patterns and opportunities to improve processes
- Prioritise work across projects and help decide what should move forward, pause, change or stop
- Allocate and balance team capacity and senior input across evaluations
- Maintain an overview of cross-portfolio risks, dependencies and bottlenecks, and escalate systemic issues
- Provide senior leaders with a clear view of portfolio health, trade-offs, and upcoming decisions
- Oversee the quality assurance process
- Resolve issues escalated by Evidence and Evaluation Officers.

Line management and people development

- Line manage an Evidence and Evaluation Officer (EEO), supporting wellbeing at work, learning and development, and high performance
- Provide regular feedback for other members of the team, including other EEOs you work with, the Head of Evaluation and Head of Evaluation Design.

Senior Evaluation team

- Contribute to operational and strategic planning for the Evaluation team as a member of the Senior Evaluation Team
- Engage with and provide peer-to-peer support for Senior Evaluation Officers (SEOs) to collaboratively problem-solve issues on projects and other aspects of the SEO role.



Person specification

Requirement	Essential	Desirable
Qualifications and training		
1. Master's degree in social science, social policy, public health, health services economics, or other related field, or relevant experience equivalent to a Master's qualification	X	
Experience		
2. Five years of experience in research/evaluation	X	
3. Scoping and designing evaluations	X	
4. Delivering or managing mixed-methods evaluations, including impact evaluations (RCTs/QEDs), implementation and process evaluations, and/or value-for-money evaluations	X	
5. Reviewing and quality assuring research protocols and reports	X	
6. Working in multi-disciplinary teams, which include practitioners, policymakers and qualitative researchers.	X	
7. Managing a portfolio of projects with competing deadlines and changing scopes, budgets and timelines	X	
8. Providing support (and line management) to EEOs and other colleagues		X
Knowledge, skills and abilities		
9. Strong qualitative and quantitative skills to conduct and commission robust evaluation studies, including a range of QEDs, RCTs and IPEs		X
10. Scoping impact evaluation designs		X



Requirement	Essential	Desirable
11. Identifying and minimising sources of bias in quantitative and/or qualitative evaluations		X
12. Overseeing the development of evaluation plans, including sampling and data collection, and providing quality assurance		X
13. Quality assuring the reporting of evaluation findings and the interpretation of the findings		X
14. Overseeing cost evaluation plans and quality assuring cost evaluation findings		X
Personal qualities		
15. An ability to work in fast-paced, uncertain environments, and to pivot when the context requires	X	
16. Self-starter with initiative, confidence and drive, willing to be flexible, co-operative and take a 'can do' approach in a dynamic and fast-paced organisation	X	
17. A commitment to improving outcomes for children and families	X	
18. An active commitment to anti-racism and ensuring that equality, diversity, inclusion and equity is part of all work.	X	

Additional information

Data protection

If staff have contact with computerised data systems, staff are required to process and/or use information held on a computer in a fair and lawful way. Staff are also required to hold data only for the specific registered purpose and not to use or disclose it in any way incompatible with such purpose. Please refer to the [Privacy Policy on our website](#) for further information.

Safeguarding and Equality, Diversity, Inclusion and Equity (EDIE)

Foundations is committed to safeguarding and promoting the welfare of children and vulnerable adults and expects all staff to share this commitment. Foundations is committed to building a diverse, equitable and truly inclusive organisation. All posts (and postholders) will seek to ensure



diversity and inclusion, while opposing all forms of unlawful and unfair discrimination on the grounds of age, disability, gender identity, marriage and civil partnership, pregnancy and maternity, race, nationality, ethnic or national origin, religion or belief, sex and sexual orientation, or social and economic background.



FOUNDATIONS' CULTURE CODE

Foundations is an impact driven organisation, where everything we do is to improve outcomes for vulnerable children and families.

Our mission is to generate and champion actionable evidence that improves services that support family relationships, because we believe every child should have the foundational relationships they need to thrive in life.

The culture at Foundations is what makes this possible: our shared values, the social purpose and high impact of our work, the opportunity to work with excellent colleagues, the ability to develop skills and experience, and our competitive salaries. We want Foundations to be the place you can do the best work of your life.

Accountability, autonomy and support

People thrive when they are working with great people, when everyone is working together and playing their part. At Foundations, staff have accountability, autonomy, and support. By harnessing the power, ideas, and energy of all of us we are empowered and accountable for delivering excellent work. We support each other to be the best we can be, through strong and effective line management, and through the wider culture at Foundations.

High performance

Foundations has an expectation that everyone is high performing, so we can improve the lives of vulnerable children and families. We achieve this by investing in excellent line managers and having a strong feedback culture that we train everyone in. We also use Objectives and Keys Results (OKRs) to keep us on track. OKRs are set quarterly at an organisation, team and individual level and are a collaborative goal-setting tool used to set challenging, ambitious goals with measurable results. Our approach means that we dedicate organisational energy where it's needed and are flexible and responsive to changing priorities.

Pay

As our expectations are higher than some other employers, we pay in the upper quartile for our sector. Fairness and transparency are at the heart of our pay framework, and we believe that everyone in the same role should be paid the same salary. This reduces pay inequalities that typically emerge in performance-related pay models. Our pay framework is different:

- Everyone at Foundations is highly paid for their role
- Pay is not linked to performance, as high performance is expected



- We don't negotiate on salaries, including when we are recruiting
- Our pay framework is simple, fair and equitable
- Pay progression happens regularly – through cost-of-living increases and regular benchmarking
- Everyone is paid London salaries, regardless of where they live.

Values and behaviours

People join Foundations because they care about the work we do. Our multi-skilled team is brought together by a shared values and the behaviours we expect to see.

We are transparent in our decisions and actions. We are always clear about the work we're doing, the quality we expect and the messages we share with our partners. We keep our promises, and we won't shy away from difficult conversations.

We are rigorous in everything we do, using our expertise and critical thinking to produce high-quality work so that we are a trusted voice. We use our time and resources to do things properly and to a high standard.

We are collaborative in our work and our relationships with partners, funders, colleagues and the families and children we serve. From working with other funders to make substantial investments in evidence generation, to giving power to people who have lived experience of the services we're trying to improve, our partnerships make an enormous difference to the impact of our work.

We champion Equality, Diversity, Inclusion and Equity. We know that the children and families we serve are affected by disadvantage and discrimination that directly reduces their chances of living in a loving and stable family environment. Understanding how services and interventions work for everyone and actively seeking out what works for specific groups of people, helps us achieve our mission and vision. And we want a staff team that reflects the diversity of our community, and this means we work hard to be inclusive and accessible, and we are striving to be an anti-racist organisation. Find out more about EDIE and anti-racism and our work on our website: <https://foundations.org.uk/about-us/edie/>.

We make an impact. We start all our work by questioning whether it will have an impact and we continually reflect on whether this bears out. Even when it's difficult to do so, we will change course if it means our work will be more impactful.

We are ambitious and optimistic about the change Foundations will make to improve family relationships for vulnerable children.



STAFF BENEFITS

Foundations has an excellent package of staff benefits, alongside high salaries, to support our high performing team.

Paid leave	• 30 days annual leave, plus one extra day off for your birthday • Paid bank holidays, up to 3 can be switched for religious observance • Up to five days carers' leave, in a 12-month period, three days paid • Paid compassionate leave • Enhanced sick pay • Enhanced parental leave and pay.
Health and wellbeing support	• Employee Assistance Programme with 24/7 counselling, legal & information line • Unlimited access to 24/7 GP • Second medical opinion service • Mental health support • Health check • Nutrition consultations • Online fitness programme • Online portal and access to the Smart Health app • Services available to partner and dependents • Life cover at four times annual salary • Bike to work scheme.
Eye care	• Free eye test and contribution towards glasses.
Pension	• 6% employer and 3% employee contribution. No limit on any additional employee contributions made via auto enrolment.
Professional memberships	• Professional membership paid, where needed to fulfil role.
Staff discount scheme	• Provided by PerkBox; includes discounts across a range of shops and services.



HOW TO APPLY

We look forward to receiving your application. **Applications close on Monday 14 September 26 12:00 (midday).**

Please apply via the NFP website:

<https://applications.management/applynow/11886f1cboe79b56?t=83e08fb2-1751-4197-bf62-97410b1c97fo&s=Foundations>

Interviews will be held online, in the week commencing **28 September 2026**.

If you could like an informal conversation whilst applications are open, please contact hiring manager: helen.burridge@foundations.org.uk and arnaud.vaganay@foundations.org.uk.

We are currently unable to offer sponsorship. Please ensure you have the right to work in the UK before applying.

Our recruitment process:

- When the closing date has passed, applications are shortlisted, which can take up to one week
- In the meantime, we ask you to complete our diversity monitoring form which helps us ensure we are reaching out to a diverse pool of candidates as part of our EDIE strategy
- Once shortlisting is complete, you will either be invited for an interview or informed if you have been unsuccessful
- If successfully shortlisted, you will be invited to complete a task which could be a written task or a presentation on a topic. This information will be provided in advance for you to prepare
- The next stage will be an interview which will consist of competency-based questions with a panel and usually lasts 45 minutes.

When interviews have concluded, the panel will discuss and score candidates on their task and interview to make a decision. This can take up to one week. All candidates who have been interviewed will then be informed whether they have been successful or not. Feedback can be provided upon request.

Our approach to AI in our recruitment process

We recognise that AI is becoming part of daily life and you may want to use it to help you format your CV, create responses to application questions or even help you prepare responses. AI can be a powerful enabler and we are open to you using it to apply for roles with us, but we ask you to ensure anything you submit truly represents your capabilities and viewpoint. We value honesty, integrity and creativity and want to understand what you will uniquely bring to our team.