

YOUNG ENTERPRISE JOB DESCRIPTION

Senior Impact and Insights Manager

Job Title	Senior Impact and Insights Manager
Department	Impact and Insights
Salary	£41,600 - £50,000 per annum (depending on experience)
Pay Grade	6
Hours	Full Time, 37.5 hours / 5 days per week (1.0 FTE)
Reporting to	Director of Programmes and Delivery
Contract Type	Permanent
Direct Reports	1
Location	<i>Hybrid (Working from our Central London or Oxford Office a minimum of 8 days a month)</i>
Who We Are	<p>We're Young Enterprise – a national charity with a bold mission: to give every young person the skills, confidence, and mindset to thrive in the changing world of work.</p> <p>For over 60 years, we've empowered more than 7 million young people through hands-on enterprise and financial education programmes. Whether it's launching a student business or learning how to manage money, we help young people develop key life skills—teamwork, leadership, problem-solving, and resilience.</p> <p>We're a passionate, down-to-earth team of 90+ staff and 2,000+ volunteers who believe that every young person, regardless of background, deserves a fair start in life.</p>
Job Summary	<p>The Senior Manager, Impact & Insights is Young Enterprise's most senior professional leading all impact, evaluation, research and insight activity. As a key member of the Programmes & Partnerships Directorate, the postholder will ensure that Young Enterprise robustly measures, evidences and communicates the difference our work makes to young people, educators, communities and partners.</p> <p>The role requires a creative, proactive and solutions-focused approach to gathering and analysing impact data—particularly from schools, colleges, universities and frontline operations—ensuring that our delivery teams have the insights they need to improve outcomes and that our fundraising team has compelling, accurate and timely data to secure support.</p> <p>The postholder will embed a culture of data-led decision-making, provide actionable insight to shape programme design and innovation, and produce high-quality impact reports for the Board, senior leadership, funders and external audiences. They will ensure that operational KPIs are clearly defined, monitored and reported, supporting transparency, accountability and organisational learning.</p> <p>Working collaboratively across teams, and with funders, the Senior Manager will strengthen Young Enterprise's reputation through evidence-based practice, policy engagement and thought leadership, ensuring our work contributes meaningfully to improved opportunities and outcomes for young people.</p>
Roles and responsibilities	<p>Your role will involve:</p> <p>1. Impact & Evaluation Leadership</p> <ul style="list-style-type: none"> Lead the design, delivery and continuous improvement of Young Enterprise's impact and evaluation strategy, ensuring clear and consistent outcome measurement across all programmes. Develop and implement creative and practical approaches to data collection, maximising response rates from schools, teachers, young people and delivery partners.

	<ul style="list-style-type: none"> • Ensure frontline delivery teams have timely, relevant insights to support high-quality programme implementation. • Establish and maintain monitoring and evaluation frameworks that support learning, accountability and continuous improvement. • Translate complex data into clear, accessible insights that inform programme development and innovation. • Generate rigorous, compelling evidence of impact to support fundraising bids, donor stewardship, partnerships and external influence. • Produce high-quality impact and KPI reports for the Board, providing clarity on performance, trends and risks. • Work with funders to ensure we understand and meet their needs. • Monitor external trends, policy changes and emerging evidence to support strategic planning.
	<p>2. Research & Strategic Insight</p> <ul style="list-style-type: none"> • Lead research activity and external evaluations to build a strong evidence base for Young Enterprise's impact. • Develop strategic insight products (briefings, thematic analyses, insight summaries) to inform organisational decisions. • Build and maintain relationships with key stakeholders in the impact and research ecosystem, including government bodies, funders, academic institutions and thought leaders. • Provide guidance on research and evaluation principles to support programme design, innovation and pilots. • Lead external research partnerships that enhance Young Enterprise's credibility and visibility.
	<p>3. Performance, Planning & Organisational Learning</p> <ul style="list-style-type: none"> • Define, track and report on operational KPIs, ensuring data quality, consistency and organisational understanding. • Provide data-driven insights for annual planning, performance reviews and organisational decision-making. • Deliver internal evaluation reports and learning products to support programme improvement and staff development. • Ensure fundraising, partnerships, and communications teams receive tailored, high-quality evidence to demonstrate impact and strengthen cases for support.
	<p>4. External Engagement & Representation</p> <ul style="list-style-type: none"> • Represent Young Enterprise at conferences, networks and forums related to impact, research and evidence. • Support strategic relationships with funders and partners through high-quality insight, evaluation reports and presentations. • Contribute to the organisation's thought leadership by sharing insights, trends and evidence externally.
<p><i>The above is not an exhaustive list of duties and you will be expected to perform different tasks as necessitated by your role within the charity and its overall objectives.</i></p>	

Skills, Knowledge & Experience	
Essential Skills	<ul style="list-style-type: none"> • Proven experience leading impact, research, or evaluation activity at a senior level in the charity, education or youth sector. • Strong analytical capability with the ability to translate complex data into clear, actionable insights. • Experience applying quantitative and qualitative research methods in real-world settings, ideally involving schools or young people (or transferable skills from equivalent settings). • Demonstrable experience designing data-collection tools and increasing response rates using creative engagement approaches. • Ability to produce high-quality reports for senior leaders, Boards, funders and external stakeholders. • Strong knowledge of monitoring and evaluation frameworks and performance measurement techniques. • Excellent written and verbal communication skills with outstanding accuracy and clarity. • Ability to build strong relationships, influence senior stakeholders and collaborate effectively across teams. • Experience developing dashboards, KPI reporting or data visualisation tools. • Awareness of the guidelines and legislation around confidentiality and working with sensitive information, and the necessity to follow YE policies and procedures. • An awareness of safeguarding and a willingness to undertake training and ensure YE's safeguarding policy is adhered to at all times.
Desirable	<ul style="list-style-type: none"> • Experience leading or overseeing impact and insight functions within a national charity or education organisation. • Familiarity with research and analysis software (e.g., SPSS, STATA, Power BI, Tableau). • Experience managing external evaluators or research partnerships. • Knowledge of financial education, enterprise, employability or youth development. • Understanding of ethical considerations when gathering data from children and young people.

Young Enterprise Core Values
<p>Young Enterprise has 4 Core Organisational Values</p> <p>Unlocking Potential Recognising and developing the potential of all - in our organisation, in the young people we champion and the stakeholders we work with.</p> <p>One Team Working together effectively to achieve our goals.</p> <p>Enterprising and Resilient Embracing change, innovating, adapting and responding to challenges and opportunities.</p> <p>Creating Great Impact Aiming for the biggest impact on young people and their educators.</p> <p>All YE Staff are expected to model these values at all times.</p>

Keeping Young People Safe

Safeguarding is the action that is taken to promote the welfare of children and vulnerable adults and protect them from harm.

At Young Enterprise, we take our commitment to safeguarding children and vulnerable adults seriously. We design our roles, programmes and services with safeguarding in mind; conduct thorough checks on new employees in line with UK safeguarding legislation; and ensure that our people have the safeguarding knowledge and skills they need to do their role, and are supported to regularly refresh their training.

All successful applicants in eligible roles that involve contact with young people will need to undertake an enhanced DBS (Disclosure and Barring Service) Check prior to starting in the role, and at subsequent 3-year intervals. In addition, no Young Enterprise employee will at any point be unaccompanied while in the presence of children under the age of 18.

In line with the Rehabilitation of Offenders Act 1974, in the vast majority of cases DBS checks which contain information on previous convictions will not disqualify an individual from working with us. If you have any questions please contact the Young Enterprise HR Team at hr@y-e.org.uk.