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**Job Title:**

Evaluation and Impact Analyst

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## Job Purpose

The Evaluation and Impact Analyst leads on complex evaluation projects the results of which enable senior leaders to take evidence-based decisions on the effectiveness of key services, projects and delivery programmes. The role holder also provides advice and guidance to service managers on the delivery of project and programme evaluation projects.

The post holder will have expert technical ability in evaluation and impact analysis methodologies, and will champion an 'evidence first' culture both within and outside of the organisation. They will proactively liaise with senior colleagues to ensure business intelligence questions are identified, defined and answered.

They will be expected to matrix-lead teams of analysts, researchers, data developers, performance officers and other colleagues, delivering high quality insights for the organisation and supporting continuous learning. Success in this role will require joint work with a range of local partners, the interrogation of public, administrative and open source data, and direct engagement with stakeholders, citizens and communities.

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## Service/Functional Accountabilities

Working collaboratively with senior colleagues to understand their business requirements and identifying where evaluation can help inform judgements on the performance and impact of key strategic programmes.

Responsible for leading multi-disciplinary 'delivery' teams of colleagues across Corporate Development, working collaboratively to deliver complex pieces of evaluation that enable evidence-based business decisions to be taken.

Developing evidence-based evaluation frameworks and logic models, enabling ECC functions to optimise decisions and to better understand the impacts of their activities, influence and investments.

Responsible for providing support, guidance and tools to enable colleagues across key functions to 'self-serve' and carry out simple service, project and programme level evaluations.

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Responsible for providing Senior Leaders and stakeholders with the information and business intelligence required for effective leadership, governance, commissioning and decision making.

Responsible for using intellectual curiosity to proactively explore areas and provide useful, timely research that enables the organisation to focus on demand management and prevention, as well as 'whole systems' integration.

Responsible for producing high quality analysis that draws on a range of both primary and secondary data sources to deliver compelling and actionable findings and recommendations for improving outcomes for local people and/or organisational effectiveness.

Responsible for using innovative approaches to challenging assumptions and delivering compelling research findings.

Responsible for providing expert advice and guidance to internal stakeholders on the procurement of external research/evaluation services and calling off the Insight and Innovation framework.

Specific individual and shared targets and objectives are defined annually within the performance management framework.

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## **Skills, Knowledge and Experience**

Educated to degree level or equivalent by experience with evidence of continuing professional development and expert knowledge in relevant professional area.

Significant experience in successfully delivering high quality, complex research and recommendations that impact on strategic decision making - within local government or a public sector setting is desirable.

Extensive experience of carrying out research that has made tangible improvements, as well as identifying opportunities for research to help solve business problems and inform future strategic direction.

Knowledge of governance requirements around quantitative and qualitative research methodology, including excellent working knowledge of the Data Protection Act.

Ability to work effectively with internal and external stakeholders to influence thinking and secure collaboration, including citizens with specific accessibility and communication needs.

Excellent verbal and written communication with the ability to present complex data and to speak and present the Council's position at external and public meetings.

Experience of leading teams within a matrix management approach, outside of traditional line management arrangements, is preferred.

Ability to manage the routine delivery of research tasks to high standards and on time.

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