

Head of Impact



Who are we?

FBB supports young people who are passionate about football but disengaged at school, in order to help them finish school with the skills and grades to make a successful transition into adulthood. We do this by providing long-term, intensive support, built around relationships and young people's passions, in the classroom and beyond. We are an asset-based organisation with a view that all our interventions must build from a young person's strengths and passions. We are commissioned by schools to support students who are at risk of exclusion to re-engage with learning and develop positive relationships with peers and adults.

We currently work with 1,000 Key Stage 3 students across 45 mainstream and Alternative Provision schools in London, Essex and Greater Manchester. The vast majority of our students are contending with multiple adverse childhood experiences (ACEs) and demonstrate insecure attachments behaviours. In keeping with national trends, students eligible for Free School Meals, students with SEMH, and students from Black Caribbean and White British low income families are disproportionately represented amongst our participants.

We pride ourselves on our organisational values and strive to create the best place of work for our staff. At FBB, we:

1. Put young people first.
2. Care for our colleagues, our environment and ourselves.
3. Are always learning.
4. Believe work should be more than just a job: it's a place of relationships, fulfilment and growth.
5. Believe young people are the future and will change the world for the better 🙌

If that sounds like somewhere you'd like to work, then apply now!

Head of Impact Role Description

Reports to: Director of Programmes

Start date: Autumn 2021

Location: London or Greater Manchester

Hours: Full Time

Salary: £37,000 - 41,000

Application Deadline: 27th September 2021

Key Responsibilities

1. Theory of Change, Enrolment Criteria and Outcomes:

- Lead on the implementation of the 2021-2023 impact strategy
- Own our evolving Theory of Change document
- Review the Theory of Change and core pillars of our approach
- Define each part to our mission with an evidence base and nationally-validated measures

2. Programme Design and Development:

- Manage the design team to codify all aspects of the FBB programme in line with our outcomes framework and evidence base
- Identify areas for development from qualitative and quantitative data captured on the efficacy of the programme design
- Ensure the curriculum, pedagogical approach and therapeutic design is relevant and respondent to national/global evidence in education/therapy, as well as youth culture

2. Testing & Learning:

- Manage the strategic and tactical performance management processes
- Manage the collection of data across all aspects of the programme and use insights to shape programme design
- Work closely with senior leaders to performance manage the delivery team

4. External evaluation & reporting

- Lead on the relationship with external evaluators to commission

evaluation into the FBB programme

- Responsible for the integrity, quality, relevance and timeliness of reporting back to schools about the impact of the programme
- Work closely with the fundraising and communications teams to understand reporting requirements for output-based contracts, create clear frameworks for funder-based impact reporting, and support development of funding bids
- work closely with the fundraising and communications teams to guide and inform the organisation's broader impact narrative for general marketing purposes and for particular marketing and communications projects

5. Manage the impact and design team, build impact culture across the whole organisation

- Line manage the Impact Manager, Data & Systems Lead, Reflective Practice Lead and Curriculum Leads
- Build the Impact & Design team culture
- Develop a culture of impact across the organisation, from frontline to board level

6. Manage and develop systems for outcomes and other data collection

- Lead on the implementation of a new system for outcomes collection measures for behaviour points
- Support Impact Team to manage the data collection across the board

7. Support the strategic direction and working culture of the organisation as a senior leader

- Responsible for leading teams, weekly meetings and working culture

activities across the organisation

- Support the development of junior staff
- Advance the organisation externally through key relationships and events
- Ensure regional connectivity through regular visits to various FBB HQs and schools

Person Specification

EXPERIENCE AND KNOWLEDGE	
Essential	Desirable
<ul style="list-style-type: none">• Experience of strategic and tactical impact management in a programme delivery capacity• Significant experience of developing Theories of Change• Programme design experience• Experience of line management• Experience of planning and implementing strategy• Knowledge of the education sector and UK schools	<ul style="list-style-type: none">• Graduate or post-graduate degree• Change management experience• Design-sprint working and leading collaborative design processes• Experience of budget-setting & management• Experience of leading a team• Experience & knowledge of KS3 landscape specifically• Experience working directly with young people
CHARACTERISTICS AND SKILLS	

Essential	Desirable
<ul style="list-style-type: none"> • Data analysis • A creative and strategic thinker and leader of people & thought • Diplomatic and collaborative; able to engage the contribution and involvement of SLT, the Board, the delivery team and other relevant colleagues • Able to build effective working relationships with other organisations and individuals, including those operating in or on behalf of schools and local authorities • Strong influencing and stakeholder engagement skills • Strong and confident communicator - in writing, face to face and in larger groups; able to adapt style for a range of different audiences • A hunger to learn and ability to respond to feedback and learn from mistakes. • Passion for social justice and young people. 	<ul style="list-style-type: none"> • Outward focussed and outward-reaching to ensure that our thinking is informed by those who are closest to policy and practice in education • Expert group facilitation skills • A commitment to using sport as a vehicle to support young people to achieve their goals.

Recruitment process

Safeguarding statement

FBB is committed to adopting a safe recruitment process and follows the NSPCC safer recruitment procedures that have safeguarding at their heart and aim to discourage unsuitable applicants.

The successful applicant will be expected to comply with all of FBB policies, in particular:

- Equality and Diversity
- Health and Safety
- Safeguarding

Disclosure

The appointment is subject to an enhanced DBS check.

Shortlisting, interviews and reference checking

Only those applicants who meet the right criteria will be taken through to the interview stage.

Shortlisted candidates will be interviewed. References from the previous and current employer may be taken up for shortlisted candidates. Please let us know about the sensitivity of taking up references prior to an interview.

To apply:

Deadline for the receipt of written applications is

Please submit a written application form of no more than 2 sides of A4 in minimum 11 point font on the following 3 areas:

1. Why are you passionate about supporting young people to achieve their goals both at school and in wider life?
2. Why do you want to do this job and work for FBB?
3. How do your skills and experience relate to the role advertised?

Application Timeline:

Deadline for applications: 27th September

Recruitment day with first round interviews will be : w/c 4th October

Provisional Offers made: JR TO CONFIRM

Start date: JR TO CONFIRM

Please also submit a CV that includes:

- Personal details including current address, contact details and N.I number.
- Education and Training history including details of all qualifications.
- Details of 2 referees, including your current employer.
- A description of your employment history, including reasons for leaving a post and explanations for any employment gaps.

If you have any questions about the role, please contact Recruitment@footballbeyondborders.org

Please submit the application and CV to Recruitment@footballbeyondborders.org

Principles of our FBB Schools programme:

Our FBB Schools programme exists to transform the behaviour for learning and attitude to learning of students who love football but are disengaged at school. Our work builds on the strengths and potential of our young people through putting their passion for football at the heart of their learning.

Our programme is built on the following four theoretical foundations:

- Attachment Theory
- Adolescent Neuroscience
- Developmental Trauma
- Humanistic Therapy

This is a three year, weekly intervention delivered in partnership with primary and secondary schools across London. The programme is targeted at Key Stage 3 students who are disengaged at school and

come from economically disadvantaged backgrounds. We know from the evidence that Key Stage 3 is the crucial time to work with disengaged boys and girls in order to prevent them from being excluded.

We believe real change can only be sustained through an embedded and holistic approach to our young people's development. We work to become deeply embedded in the lives of our participants and in the communities we are based in. We do this through working with our participants both in their schools and through our community based evening and holiday programmes. This integrated approach is supported through intensive parental and teacher engagement achieved through parents' evenings, teacher showcases and weekly text and phone updates.

Key aspects of the FBB Schools programme:

There are four parts to our FBB Schools programme:

1. **Classroom:** Our football-themed curriculum aims to tap into young people's passions to create transformative learning experiences and develop key social and emotional competencies. We deliver project based classroom learning sessions often with external partners such as Nike, Gillette and the FA, and these complete with a public showcase at the end of each project. We see this as a key part in young people developing a more positive attitude towards learning.
2. **Pitch:** We provide a constraints led, game-based football coaching curriculum. Our students learn to overcome challenges, learn from mistakes and support their team mates, improving their social and emotional competencies. We believe that the football pitch is a safe space where young people can experience, reflect on and learn from both positive and negative emotions.
3. **Trips:** We reward participants with visits and end of year tours built around exciting events involving inspiring people from the world of football and media. Our students broaden their horizons and develop positive habits.
4. **Interventions:** Weekly 'Football Therapy' one to one session with a BACP qualified counsellor to provide a safe space for our most At Risk students to work through the traumatic experiences which may be contributing to their challenging behaviour.