



The Youth Endowment Fund

Learning and Insights Lead

Reports to: Assistant Director of Change

Salary: £56,600

Location: Central London or remote

Contract: (2-year fixed term)

DBS requirement: None

About the Youth Endowment Fund

About the Youth Endowment Fund (YEF) All of us will experience violence at some point in our lives. For many children, it is a daily reality. Each year, tens of children are killed, hundreds are hospitalised, 1 in 5 teenage children are victims and the majority admit to feeling afraid of violence. It scares them when they travel home from school, prevents them from going out and makes the most vulnerable feel like they don't matter. It is taking lives, traumatising families and dividing communities. It robs potential, progress and hope.

But it doesn't have to be this way.

The Youth Endowment Fund believes that no child should be affected by violence. We research violence to understand it; we find, fund and test what works to prevent it; and we are building a movement to end it.

About the role

Our Change team helps leaders who work to keep children safe from violence to put evidence into everyday practice. That includes leaders from youth justice services, police forces, schools and children's services. We're currently supporting more than 200 settings across England and Wales through a range of activities, from running workshops to longer-term support and coaching.

Working with so many services means we can learn a lot, fast. Our Learning Partner, an independent research organisation, gives us in-depth analysis of what's working. Alongside that, we want to capture what our teams are seeing day to day, so we can adapt quickly and keep improving our support.

You'll lead how we learn across our Change programmes. That means:

1. **Getting the best from our Learning Partner**, so their work is rigorous, useful and focused on what we need to know.
2. **Helping our teams learn as they go**, by building simple ways to capture what they're seeing and act on it quickly.
3. **Scoping, commissioning and contract managing** other evaluations of our Change activities.

This isn't an impact evaluation role. It's about learning *during* delivery so we can improve it while it's happening and help shape future delivery.

Getting the best from our Learning Partner

- Manage the relationship day to day and hold the partner to the quality standards we've agreed for their analysis and reporting.
- Brief them well and make sure they have the access and information they need to do excellent work.
- Lead the re-commissioning when the current agreement ends: working out what we need, running the procurement and getting the new partner up and running.

Scoping, commissioning and managing other evaluations

- Work with programme leads to scope what needs evaluating across Change activities, and agree the right questions and approach.
- Commission and contract manage these evaluations, choosing the right method and partner for the question.
- Hold commissioned partners to quality, timeline and budget, and make sure findings get used.

Embedding learning and insight within delivery

- Build a simple, consistent way of tracking data and evidence across our programmes, used by our teams and the Learning Partner.
- Make sure the right information is captured as work happens, including staff reflections on what's working and what isn't.
- Share regular findings and use them to adjust how our programmes are run, both individually and across the team.
- Work closely with programme leads to spot what matters, get it to the right people and help them act on it.

About You

You are this sort of person:

- **You know how to design good monitoring and evaluation.** You're confident developing theories of change, choosing outcome measures and indicators, and designing data collection that's proportionate to the question.
- **You know which method fits the question.** From a light-touch process evaluation to a **quasi-experimental design**, you can weigh up the options and choose – or commission – the right one.
- **You're comfortable with data.** You can interrogate a dataset yourself, spot where the analysis doesn't add up, and make it make sense to people who aren't data specialists.
- **You get the best out of partners.** You have experience managing an external research, evaluation or learning partner (or a similar commissioned relationship), briefing them well, being a constructive client, and getting insight that's rigorous and useful.
- **You build simple systems that people actually use.** You have a knack for creating straightforward, consistent ways of capturing data and evidence, so learning doesn't get lost under day-to-day delivery pressure.
- **You turn data and insights into things people use.** Faced with a lot of learning you can distil it to the 'so what' and help shape what we should do differently. You can draft a clear report or short write-up that makes sense to a delivery lead, a director or a funder.
- **You have excellent project and time management skills** and the ability to deliver high-quality work in a fast-paced environment. You can work independently and to a high standard.
- **You don't want your days to pass without making a difference.** You want to play a significant part in reducing violence.
- **You are committed to equality, diversity and inclusion.**

You must have this sort of experience

- Working in monitoring, evaluation and learning, including developing theories of change and outcome frameworks, and designing ways to collect and use data.
- Scoping, commissioning or managing an external research, evaluation or learning partner, and holding them to account against clear quality standards.
- Embedding learning, evidence or insight within a delivery team or programme, and translating it into changes in design, structure or content.

You might have this sort of experience:

- Building data or evidence-tracking systems that are used across multiple programmes or teams.
- Working in or with our essential sectors: children's services, education, health, policing, youth justice and the youth sector.
- Implementation science, or supporting organisations to adopt evidence-based practice.
- Experience designing or commissioning quasi-experimental evaluations or RCTs.

While it is not a criteria, we are especially interested to hear from applicants who have lived experience of violence.

It is also important to us that the people we hire do not discriminate. We believe in being inclusive and giving everyone an equal chance to succeed. Applications are welcome from all regardless of age, sex, gender identity, disability, marriage or civil partnership, pregnancy and maternity, religion or belief, race, sexual orientation, transgender status or social economic background.

Hybrid Working Details

The office is based in Central London. Those living in and around London are expected to be in the office for a minimum of 2 days per week. If you live outside of London and work remotely, you'll be expected to work from the London office 2 days per month.

As part of our commitment to flexible working we will consider a range of options for the successful applicant. All options can be discussed at the interview stage.

To Apply

To apply, please send a CV and cover letter, and complete the monitoring form click on "Apply for this" button by 30th October 2026.

When applying for this role, please ensure that your cover letter can answer, within a maximum of 1000 words, the following questions:

1. Tell us about your experience managing or commissioning an external research, evaluation or learning partner. How did you brief them well, hold them to quality standards, and get insight that was rigorous and useful?

2. Give us a clear example of when you've helped a team learn and adapt in real time, turning data, evidence or reflection into a change in how a programme was designed or delivered.

Interview Process

This will be a one stage interview process. The first stage interview will take place on the **week** commencing 16th November 2026.

PLEASE NOTE: We do not sponsor work permits and you will be required to provide proof of your eligibility to work in the UK.

Benefits Include

- £1,000 professional development budget annually
- 25 days annual leave, 3 days end of year shut down, plus Bank Holidays
- Employee Assistance Programme – 24hr phone line for free confidential support
- Volunteering days – 4 half days per year
- Death in service – 4 times annual salary
- Flexible hours. Core office hours 10am – 4pm
- Financial support including travel and hardship loans
- Employer contributed pension of 5%

Personal Data

Your personal data will be shared for the purposes of the recruitment exercise. This includes our HR team, interviewers (who may include other partners in the project and independent advisors), relevant team managers and our IT service provider if access to the data is necessary for performance of their roles. We do not share your data with other third parties, unless your application for employment is successful and we make you an offer of employment. We will then share your data with former employers to obtain references for you. We do not transfer your data outside the European Economic Area.