

Job Title	Head of Impact	Date of JD	Dec 2022
Reports to	Director of Evidence and Impact		
Grade	'Head of'		
Scope and Objectives			
<p>This critical new role supports the delivery of Drinkaware’s new organisational strategy (2023-6). As the charity moves towards measuring its impact in a new way, this role would be responsible for building a culture of impact, for ensuring the charity reaches our ambitious goals, and for creating an impact measurement framework.</p>			
Specific Responsibilities			
<div><div>1.</div><div>Support the successful delivery of Drinkaware’s strategy by developing a new theory of change and impact measurement framework; including developing and tracking KPIs, strategic objectives and the impact of activities across the organisation to deliver its goals and mission.</div></div> <div><div>2.</div><div>Champion an impact-focused culture, fostering a culture of inquisitiveness, openness to learning and data literacy amongst all Drinkaware staff. Make impact measurement feel like a shared priority across the organisation.</div></div> <div><div>3.</div><div>Work with the leadership team across the organisation to ensure the implementation of the new Strategy. Apply understanding of what makes impactful programmes work across the organisation. Ensure that teams prioritise activities that are going to help us reach our goals and will have impact.</div></div> <div><div>4.</div><div>Use outcomes data to improve Drinkaware’s understanding and build an attribution model to understand how effective certain elements of our activity are at driving the changes we want to make in reducing alcohol harm in the UK.</div></div> <div><div>5.</div><div>Analyse and interpret the monitoring data generated by our Digital and Finance teams to develop a deep understanding of performance against targets.</div></div> <div><div>6.</div><div>Working with colleagues in the Finance team, use continuous monitoring and programme management tools to ensure that Drinkaware’s programme of activities stays on track and achieves our shared goals.</div></div> <div><div>7.</div><div>Effectively line manage the Monitoring and Evaluation Lead.</div></div> <div><div>8.</div><div>Undertake other such reasonable duties as the Director of Evidence and Impact shall from time to time determine, within the overall scope and objectives of the post.</div></div>			
PERSON SPECIFICATION			
Education/Training			

N.B. This job description summarises the key features of the role, it is not intended to be a detailed description and does not cover all the duties that the job holder may reasonably be expected to fulfil.

Degree or equivalent

Post-graduate in related discipline (for example, social sciences, social policy, epidemiology, public health).

Essential Criteria

- Experience of leadership at a senior management level, including strategic planning and implementation.
- Experience of driving effective performance management of social impact 'Jacquie
- Expertise in interpreting and displaying data; and communicating complex data in a straightforward and easy to understand manner
- Experience of producing management reports and data, presenting complex information in an abridged format
- Experience of evaluating social sector programmes
- Experience of reviewing and implementing evidence-based impact measurement tools
- Excellent writing, interpersonal and presentation skills. Confidence and skills to communicate complex findings to both lay audiences and stakeholders in the sector.
- Good understanding of cost/benefit analysis and able to commission work to determine the social return on investment of Drinkaware's activities.
- Excellent organisational and project management skills, with the ability to deliver to regular deadlines for multiple audiences
- Track record of performance management and developing people.
- The ability to work across and build relationships with internal teams in a constructive way, and build relationships with external stakeholders.
- A personal commitment to reducing the risk of alcohol-related harm.

Desirable criteria

- A Masters level degree, or higher, in a relevant discipline.

Special features of the role

Some out of standard hours working, evenings and weekends.

The Drinkaware Trust is committed to diversity and inclusion and it is essential that the post holder is committed to make a positive contribution to their promotion and implementation.