LEARNING & INSIGHTS OFFICER

RECRUITMENT PACK

Dovenby Hall
Cockermouth
Cumbria, CA13 0PN

www.cumbriafoundation.org
INTRODUCTION

“Cumbria Community Foundation is the leading independent grant-maker in Cumbria providing much needed financial support to local community groups.

“We are committed to developing our knowledge and understanding of Cumbria’s community needs, to ensure that our grant making funds address priority issues. The Learning and Insights Officer will play an essential role in ensuring that our knowledge of community needs is kept current and that we are able to demonstrate the full value of our work.

“The Foundation has a strong track record in promoting philanthropy, responding to needs in the community and growing its donor and fund base.

“This is achieved by delivery of high-quality grant making services, effective promotion of philanthropy and long-term development work with individuals, families, business owners, charitable trusts and public bodies.

“Working as ‘one team’, which reflects the interdependence of all aspects of the Foundation’s work, the knowledge within the team informs our work with existing and future donors.”

Jenny Benson
Director of Programmes & Partnerships

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While Cumbria has many positive attributes, it also features great inequality, with many vulnerable and isolated communities, extreme child poverty, youth unemployment and associated mental health issues. These needs are often unseen but are very real.

Cumbria Community Foundation is an independent charity that connects people who care with causes that matter. We exist to tackle poverty and disadvantage and to strengthen Cumbria’s communities by inspiring philanthropic giving and by making lifechanging grants.

Our aim is to change people’s lives for the better by helping local communities. We want Cumbria to be a great place to live for everyone - a place where people work together to address disadvantage.

We are one of Cumbria’s foremost grant makers with an average annual grant distribution of £2m and endowed assets in excess of £27m. Donors trust our expertise to direct funds to those grassroot organisations and initiatives that make a big difference to the lives of those in genuine need, reaching vital projects that might not otherwise survive.

Since 1999, we have awarded more than £60m in grant aid and currently manage more than 100 grant making funds. We have funded over 4,000 organisations and 8,000 individuals.

Our grant making priorities are:

- Improving the lives of disadvantaged children and young people
- Improving the life skills, education, employability and enterprise of disadvantaged people
- Supporting vulnerable older people
- Improving the health and wellbeing of people
- Strengthening and supporting fragile communities

Our fundholders, donors and supporters benefit from our in-depth knowledge of Cumbrian communities and organisations. We work with partners, funders and stakeholders to co-design programmatic approaches to address community needs and to secure additional funding.

We have an aspiration to develop our expertise and knowledge to address health inequalities in Cumbria and increase our grant making to deliver impactful, local solutions.
Job Title: Learning & Insights Officer
Employer: Cumbria Community Foundation (CCF)
Reporting to: Head of Grants Practice & Programmes
Responsible for: Full time (37.5 hours/week) - hours are negotiable
Hours: £25,000-£29,000 FTE (dependent upon experience)
Salary: Our office is based at Dovenby Hall (1st floor), Dovenby,
Location: Cockermouth, CA13 0PN. We operate both a flexible and home
working policy, which includes an ability to work partially from
home.
Contract: This position is offered as a permanent contract.
Pension: After the completion of a successful probationary period, we
offer the opportunity to join a pension scheme which makes a
matching contribution of up to 7.5% of salary.
Leave: 25 days per year plus bank holidays plus two additional days
at Christmas and one at Easter.
Review: This role has a six-month probationary period.

MAIN PURPOSE OF ROLE

A highly motivated and enthusiastic individual, you will focus on developing the Foundation’s knowledge
of Cumbria’s community needs and understanding about the impact of our grant making. Learning about
the interventions that work - and those that don’t - for the benefit of everyone.

You will be a proactive individual with a successful track record of research, analysis and evaluation. With
strong project management and people skills, you will be proficient in collecting and analysing
quantitative and qualitative data. You will be confident across a range of approaches to research,
monitoring and evaluation. You will have the ability to interpret and communicate complex information in
a clear and engaging ways to stakeholders from different backgrounds.
You will need to be highly responsive to the needs of colleagues, partners, and funders. Collaboration with colleagues is an essential part of this role to define, develop and meet learning ambitions for existing and new funding programmes, ensuring that evidence and learning are used to inform strategic decision making, and you will enjoy working with others and be a valued partner, peer, and colleague.

As a key member of the CCF team, you will report to the Head of Grants Practice & Programmes.

MAIN TASKS & RESPONSIBILITIES

Community Needs and Insights Research:

- Develop CCF’s knowledge, insights and understanding of Cumbria’s community needs and social issues, to inform the development of our grant making priorities.
- Use statistical data (local and national), OCSI Local Insight tool and research methods to develop CCF’s evidence base for donor support.
- Analyse and distil findings from data and research to create impactful insights reports, to inform donor decision making.
- Undertake community and grant recipient research, including focus groups, action learning sets, community-engaged mapping, interviews and surveys.
- Share our knowledge and insights of key social issues with donors, partners and the wider third sector community, through briefings, reports and presentations.
- Proactively keep abreast of local and national data, ensuring that CCF’s community needs and insights reports are kept up to date.
- Oversee use of OCSI Local Insight tool and train staff/partners, as required
- Work with CCF’s communications team to establish a knowledge hub and insights resource on CCF’s website.
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- Work with CCF’s development and communication teams to ensure that CCF’s research and insights are communicated in compellingly publications to make case for donor support.
- Support the development of new grant making programmes.
Grantmaking Evaluation & Impact:

- Develop, implement and maintain robust data, monitoring, impact and evaluation systems for all grant schemes and programmes. Activities may include research/evaluation design, data collection, qualitative and/or quantitative analysis and reporting with a focus on participatory, collective learning approaches, as well as a range of project management tasks.
- Support the design and implementation of bespoke funder specific monitoring and evaluation methodologies, as required.
- Analyse and distil findings from monitoring and evaluations to inform future grant programme development.
- Support grant recipients to report on outputs, outcomes and their impact.
- Benchmark our impact against comparable organisations and grant programmes.
- Work with CCF’s communications, development and grants team to produce high quality impact reports for internal and external stakeholders.
- Support the dissemination of evaluation reports, findings and recommendations with key stakeholders and grant recipients.
- Ensure CCF’s activity is compliant with all relevant legislation, including GDPR, and charity guidelines and best practice.
- Provide training and support to colleagues and partners, on CCF’s approach to monitoring, evaluation and learning.
- Develop and manage strong research and stakeholder partnerships with external researchers and institutions.

Grantmaking Processes:

- Ensure learning from impact data informs the ongoing development of CCF’s grant making processes.
- Support the development of new grant making funds and programmes, as required.

Promotion and Publicity:

- Represent the Foundation at events to promote its work.
- Speak to and provide information to organisations and appropriate agencies.
- Contribute to the Foundation’s newsletter, social media channels and website
Other General Duties

- Support the effective implementation of CCF’s business strategy and plan.
- Keep abreast of developments and policy changes across the charity sector. Where appropriate, attend external seminars and workshops.
- Work as part of the CCF team ensuring that all team functions are covered in times of staff absence.
- Undertake other duties related to the work of the Foundation.

EMPLOYEE BENEFITS PACKAGE

- Flexible working hours with remote working
- 25 days per year holiday plus bank holidays plus two additional days at Christmas and one at Easter
- Health Care Assistance Plan with employee benefits.
- Pension contributions of up to 7.5% of salary
- Commitment to personal training and development
- Regular full team away days/half days
PERSON SPECIFICATION

EDUCATION

**Essential**

- Relevant graduate-level education or evidence of comparable ability.

**Desirable**

- Relevant qualifications.

SKILLS & ABILITIES

**Essential**

- Ability to research, investigate and analyse facts and numerical data to inform and support effective decision making.
- Good analytical and judgement skills to evaluate complex information and to support decision making.
- Experience of developing, implementing and maintaining monitoring, impact and evaluation project/programmes systems.
- Experience of developing overall evaluation frameworks and measures to evidence outcomes/impact.

**Desirable**

- Experience of developing and applying Theory of Change.
- Understands different legal structures for charitable / community organisations.
- Is able to use a range of social media platforms to share knowledge and seek information.
- Clear understanding of the wider voluntary and charity sector.

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SKILLS & ABILITIES (CONTINUED)

Essential

- Ability to explain complex information, in a variety of media, including excellent written and verbal communications skills; and ensure that the information is understood by the recipient.
- Ability to engage with stakeholders effectively to gather information and insight.
- Ability to effectively manage a workload/task throughout its lifecycle.
- Ability to plan, prioritise and work collaboratively, corporately, and strategically to achieve demanding targets and deadlines.
- Excellent relationship skills and the ability to work professionally with a wide range of people.
- Excellent organisational and time management skills with the ability to manage a heavy workload and deal with competing priorities.
- Strong IT skills, including working knowledge of Microsoft Office (Word, Excel, Outlook, and PowerPoint) and experience of Customer Relationship Management (CRM) Systems/Grants Management Software (e.g. Salesforce).
**EXPERIENCE & KNOWLEDGE**

**Essential**

- Experience of analysing data and undertaking research.
- Experience of using different qualitative and quantitative social research approaches and methods (e.g. questionnaires, interviews and focus groups).
- Experience of project and programme monitoring and evaluation.
- Good knowledge and understanding of the Voluntary, Community, Faith and Social Enterprise (VCFSE) Sector.
- Understanding of local community needs and disadvantage.
- Knowledge of the local economic, social, environmental, and cultural landscapes.

**Desirable**

- Experience of social impact and social value.
- Experience of project management.
- Experience of working in the voluntary and community sectors.
- Knowledge of social and system change.
- Experience of working in a politicised environment and working with a wide range of partners with differing priorities.
PERSONAL ATTRIBUTES

**Essential**

- A strong team player, with ability to support colleagues.
- Excellent communication and interpersonal skills.
- Self-motivated with experience of managing a diverse workload.
- Hard working, flexible thinking, capable and confident, with excellent attention to detail.
- Enthusiastic and approachable, with a willingness to engage with, listen to and support all stakeholders.
- Flexible approach to working hours, job tasks and responsibilities.
- Willing to take on, and ability to cope with, new challenges.
- A quick learner with an openness to new ideas.
- Resilient, calm and professional under pressure.

**Desirable**

- Passion and understanding for the Foundation and its mission.
- Tactful, diplomatic and assertive when dealing with challenging situations.
- Excellent networking skills able to establish good interpersonal relationships, rapport and credibility with a wide range of people including Trustees, advisors, donors, grantees and wider stakeholders.

ANY OTHER REQUIREMENTS

**Essential**

- Passionate about supporting local people and addressing disadvantage.
- Willingness to undertake occasional evening/weekend duties and travel outside of the region.
- Access to a car with a clean driving licence.

**Desirable**

- Likes tea breaks including cake!
ADDITIONAL REQUIREMENTS

Continuous Personal Development
Work with the Senior Grants, Programmes & Communications Officer to identify areas for further training and development, undertaking relevant courses and qualifications as required.

Health and Safety
The post holder is required to carry out the duties in accordance with the Foundation’s Health and Safety policies and procedures.

Safeguarding
The post holder is required to carry out the duties in accordance with the Foundation’s Safeguarding policy and procedures. A basic DBS check is a requirement of this role.

Diversity
The post holder is required to have due regard to equal opportunities at all times, and to work in a fair and reasonable manner towards all people, ensuring service standards are maintained for all.

Quality
To support the Foundation in striving to create a culture with total commitment to quality.
OUR VALUES

Staff and trustees agreed these values together, and we embed them in everything we do

- We empower people through sharing knowledge and expertise
- We work with integrity and transparency
- We listen, learn, and respond
- We are passionate about creating positive and sustained change in our communities
- We are ambitious, dynamic and effective
- We reflect our communities' interests in all our work
- We embrace equity and diversity and treat everyone fairly
- We are a good and rewarding place to work and volunteer
WE LOOK FORWARD TO HEARING FROM YOU

MORE INFORMATION

For an informal discussion about the role, contact Annalee Holliday or Jenny Benson on 01900 825760.

APPLY

To apply for this post please, complete the APPLICATION FORM by 9am Monday 27th November 2023

Interviews will take place in person on Monday 11th December 2023 on the first floor of CCF’s offices. Reasonable adjustments will be made where required.

A pre-interview task will be forwarded to those called for interview for completion in advance.

Professional and personal references will be required prior to appointment.

Proof of right to work in the UK will be required.

Cumbria Community Foundation is a charitable company limited by guarantee. Registered in England and Wales. Charity Registration No: 1075120. Company Registration No: 03713328.