**Senior Research and Impact Manager**

**Design Council**

**Welcome from the Chief Executive – Minnie Moll**

I joined the Design Council on March 1st last year and feel so proud to be leading an organisation with such an amazing heritage and reputation. The calibre of our people, the extraordinary talent in our unique network of Experts and the impact we have working with our clients, partners and Government is without comparison. It is a real privilege to be carrying the torch as we enter the next chapter for the Design Council.

That next chapter will be led by our recently announced new mission: Design for Planet.

The greatest challenge of our era is the climate crisis, so as the national strategic body for design, we will be focusing our efforts on galvanizing and supporting the 1.97m people across the design sector to make sustainability central to their work.

Design shapes the world and will have a critical role to play in meeting Net Zero targets and beyond. As a design organisation we have power and responsibility to make a difference.

At the heart of the Design Council are our colleagues. We offer a structured career path, great learning and development, exposure to unique and exciting projects and the opportunity to work with our leading Experts. In addition, our pension scheme goes up to a 7.5% employee and employer contribution, 30 days annual leave (including time off for everyone over the Christmas period) and a range of flexible ways to work as part of our Hybrid Working policy.

At more than at any other time in our long and distinguished history, now is an incredibly exciting time to be at the Design Council.

A person smiling for the camera

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# About the Design Council

The Design Council’s purpose is to make life better by design.  And our new mission is to do that by focusing on Design for Planet. There can be no greater cause than fighting to save our precious planet.

Design for Planet will be a theme through all our work to create better places, better products and better processes, all of which lead to better performance. We commission pioneering evidence-based research, develop ground-breaking programmes and deliver influencing and policy work to demonstrate the power of design and how it impacts three key areas of the economy: business innovation, places and public services. We bring together designers and non-designers – from grassroots to government – and share with them our design expertise to transform the way they work.

Good design is inclusive design. We actively aim to employ a diverse workforce, and we have a commitment to do that (see our  [Black Lives Matter statement](https://www.designcouncil.org.uk/black-creatives)). We encourage conversations around flexibility in terms of location, hours and other arrangement so we can welcome people with different experiences, backgrounds and perspectives.

**Career Development & Progression**

The Design Council is committed to the learning and development of its colleagues so that they gain the necessary skills to reach their full potential and progress within the profession and within the Design Council. We operate a structured career path on set criteria so that colleagues have a clear understanding of how they can progress and be recognised and rewarded.

**About the Team**

The Design Council is a team of 40 people. As a small team with a massive remit, we work collaboratively within this structure:

This role works across our Championing and Advocacy work, and our Programmes work. This role is line-managed by the Head of Research and Practice, and works closely with our Programme Leads, Director of Programmes and Chief Design Officer.

**Equality & Diversity**

We value inclusion, equality and diversity, and we know that can only design better for all, when we bring together people from different backgrounds and perspectives. We actively aim to employ a diverse workforce, and we have a commitment to do that (see our [Black Lives Matter statement](https://www.designcouncil.org.uk/black-creatives)).

We are happy to hear about and explore reasonable adjustments that we could make which mean that the role would be attractive to a greater diversity of person. This includes the ability to work from home, flexible working, part-time or compressed hours or other arrangements. As well as wider feedback about the type of organisation we are.

**Benefits**

Design Council offers a number of benefits. Some of them include:

* 28 annual leave days pro rata
* Additional time off over Christmas
* Hybrid working policy – working in office 2 days per week
* Flexible working
* Employee Assistance Programme
* Life Assurance Policy
* Cycle to work scheme
* Buy additional 5 days leave

Reporting to: Head of Research and

Practice

Contract type: Permanent

Salary Band: Professional

(Senior Manager)

Salary range: £40,000 - £45,000

*Up to £50k for an exceptional candidate*

**Job Description**

**Senior Research and Impact Manager**

**About this role**

Our role as the UK’s national strategic advisor for design is to champion the value of design and to build the evidence needed to create the conditions needed for design to thrive. From our flagship Design Economy programme to our impact reports for national clients such as Network Rail, our research has inspired similar studies around the world. Our research helps to shape national policy and programmes, industry-led change, and to build awareness of the value of design with the public.

With our mission – Design for Planet – we are at the forefront of developing new research methodologies to capture the wider social, environmental and economic value of design, and the role it can play in systems change and transformation.

This is a rare opportunity to manage and deliver our flagship research programme *Design Economy*, and oversee the strategic development and implementation of our collective impact assessment across our transformational design programmes. The postholder will lead major programmes of research; be passionate about bringing design-led methodologies into research and evaluation practice; and translate new insights into accessible, understandable and compelling narratives and recommendations for national government, industry, the design community and the public.

The successful candidate will have a strong sense of the value of design, be confident in delivering large-scale research projects, and managing third-party research partners. They will be an expert in a range of quantitative and qualitative research and evaluation methodologies and be committed to engaging different stakeholders in their work in an inclusive way. They will be excellent storytellers and communicators, able to translate data into powerful insights and narratives for a range of audiences.

**What does this role do?**

**Deliver our flagship research into evidencing the value of design**

* Plan and manage the delivery of Design Council’s flagship Design Economy research programme.
* Develop and deliver research proposals, projects and tenders for external research partners, working with the Head of Research and Practice.
* Commission and manage third parties to deliver research and evaluation work, providing quality assurance on projects and managing project timelines and budgets as required.
* Deliver specific research projects using a range of quant and qual methodologies, including literature reviews, surveys, interviews, data analysis, deliberative workshops, futures thinking, community listening etc.
* Translate the findings into understandable, accessible insights for a range of audiences.
* Develop and maintain organisational standards for impact data collection, analysis and reporting.
* Manage the production and delivery of final reports, digital content and publications from the research programme for a range of audiences.

**Manage our collective impact assessment across Design Council programmes**

* Develop and maintain the Design Council’s ‘collective impact framework’: identifying a set of metrics and assessment methods to be used to understand the organisation’s impact across its programmes and operations.
* Provide strategic advice to Programme Leads and Heads on how to measure impact on large-scale design programmes, and ensure that our design value framework and collective impact framework are used by programme managers across our work.
* Lead on synthesising our collective impact data and authoring the impact sections of Design Council’s annual report.

**Influence**

* Be actively engaged in external networks, gathering insights and best practice to contribute to our research work and apply to specific projects
* Actively contribute to internal and external forums on design, research and evaluation or areas relevant to our programmes of work

**Support business development and other responsibilities**

* Provide strategic input and advice on evaluation and impact frameworks into project bids for clients.
* Act as the organisation’s subject expert on research and evaluation, contributing to learning sessions for colleagues in the organisation.
* Support the Exec Team, Head and Leads to develop strategy and new opportunities
* Undertake any other reasonable tasks/duties as required.
* Develop our research and impact practice at Design Council, particularly around evaluating systemic design and systems-change projects, and our understanding of what works, alongside the Chief Design Officer and Head of Research and Practice.

**Corporate responsibilities**

* Proactively identify and manage risks and financial controls in relation to the Design Council and your specific area of responsibility
* Comply with the Design Council’s operational policies and procedures including financial and risk management, project management and evaluation processes, brand guidelines, GDPR, information security and internal health and safety policy

This role will involve some evening work and travel as required in accordance with the needs of the projects and programmes.

**Does this sound like you?**

**Expert Knowledge and Qualifications**

* Academic or professional qualifications in a relevant discipline, or equivalent experience.
* Demonstrable understanding of quantitative and qualitative research; evaluation methodologies and models; and experience of designing, implementing and delivering research projects.

**Experience**

* Extensive experience of managing programmes of evaluation and research projects using a range of methodologies, and of working with advisory groups and peer-review processes.
* Extensive experience of delivering research and evaluation projects using a range of quantitative and qualitative methodologies.
* Excellent knowledge and application of research design and of maintaining data quality standards and research ethics within a project or organisation, and adhering to best practice with regards to these.
* Proven ability to develop impactful public-facing reports, creating compelling narratives which are supported by rigorous evidence for different audiences.
* Experience of contributing to bids for clients and providing evaluation support on design and social innovation programmes, or similar.
* Experience of managing budgets and teams, including supporting others to define robust research questions and approaches that consider both technical and practical needs.

**Skills**

* Excellent numerical and analytical skills, with proven ability and experience of using these to analyse data.
* Excellent qualitative and quantitative research skills, with demonstrable experience of using a range of methodologies and approaches to keeping on top of best practice.
* Excellent communication skills both written and verbal, with a demonstrable ability at being able to present insights in an engaging, accessible and understandable way.
* Confident presentation and facilitation skills including presentation skills to non-technical external audiences
* Strong influencing skills and ability to raise the profile of the Design Council including through writing blogs and thought pieces
* Ability to work collaboratively - building creative consensus, and consulting and involving others internally and externally
* Good IT skills, an advanced user of all Microsoft Platforms and other applications used by the Design Council with the ability to train others.
* Knowledge and understanding of research software such as SPSS and NVIVO or similar preferred but not essential.
* Be committed to championing our organisational values through their work: inspiring possibility, boundless curiosity, and powerful together.

**Behaviours**

* **Boundless Curiosity.** Curious about relevant research and trends within the design environment.
* **Inspire Possibility.** Passionate about creating change through research and impact that enables design to have positive impact on people and planet.
* **Powerful Together.** Inclusive and collaborative and supportive of others across the organisation

**How to apply**

Submit your **CV** (at least 1 page, but no longer than 4 pages), a **covering letter** (at least 1 page, no longer than 2 pages), and links to at least 2 reports where you have been lead-author via the [link](https://designcouncil.peoplehr.net/Pages/JobBoard/Opening.aspx?v=3cf9070f-8d18-46fa-a89c-706f1d27e727). The closing date for all applications to be received is **28 August 2022.**

The Design Council is fully committed to being a diverse and inclusive organisation. We welcome applications from everyone who meets the criteria. If you need any additional support, please do send in an early alert to our email address below.

Further questions can be directed to Ishbel Allotey, HR Manger at the following email address: [recruitment@designcouncil.org.uk](mailto:recruitment@designcouncil.org.uk) but please note that submissions must be made via the link above.