

HEAD OF IMPACT AND INFLUENCE

Lighthouse Project- Catch22

The details

Hours: 37 hours per week, Salary: £45,000+ (depending on experience)

Place of work: Home based under COVID-19 regulations. Office based at 27 Pear Tree, London, EC1V 3AG with occasional travel to London Borough of Sutton (Location of children's home)

Responsible to: Director of Lighthouse

All employees of Lighthouse will also receive any associated benefits of being a [Catch22 employee](#).

THE ORGANISATION

Lighthouse is currently part of [Catch22's incubation programme](#). Founded by Emmanuel Akpan-Inwang, Lighthouse aims to revolutionise children's care homes in the UK. After spending time in children's care homes and researching best practice models across Europe, he has developed a model that aims to improve outcomes for the children that live in these homes. Lighthouse will open its first children's care home in the Summer of 2021.

[Lighthouse](#) ensures that children in care have the same opportunities as everyone else by creating life-changing education-focused children homes.

OUR VALUES

Respect - We are compassionate with others and ourselves, through empathy we aim to be understanding. We treat people with dignity and respect.

Play- We play and have fun, we are generous and welcoming of people who want to join in, collaborate and share with us. We use creative methods and shared activities to

connect and explore.

Difference- We respect every individual human being and value the differences between us as strengths, giving us a richer understanding of the world and one another. Our approach is rooted in a commitment to equality and human rights, we believe it's good to be different and being different is what we have in common.

Empowering- We develop empowering relationships enabling everyone to realise their potential. We are courageous and honest in our approach, committed to children's rights and participation.

Curious- We are curious and questioning, we believe continuous learning and growth are fundamental to our wellbeing. We use theory and evidence to continuously inform and improve how we do things. We listen deeply and reflect together on our practice so we can make changes that enable everyone to thrive.

Excellence- We strive for excellence in everything we do. We role model our values. Our integrity and sense of responsibility guides our decisions and actions in pursuit of excellence.

THE CHALLENGE

Britain fails children in residential care. They are less likely to leave school with good grades and are at a higher risk of criminalisation. Lighthouse is working to ensure that children in care have the same opportunities as everyone else by creating quality education-focused children homes.

Our team has been working to launch Lighthouse's first children's home which will support up to six children, set to open in June 2021. We are driven by a shared passion for creating empowering, child-centred places where everyone has the opportunity to grow and learn.

Our approach is informed by social pedagogy - a relationship-based way of working with children. Through high-quality professional education and reflection, we are continuously learning with and from young people and each other.

To improve outcomes for children living in care, we need to develop, test, learn and then spread good practice and knowledge across the sector. We want to address the discrepancy between evidence-based practices and the care that is actually provided in children's homes. This is an exciting opportunity to understand a model in context that has never before been implemented in the UK.

JOB DESCRIPTION

Roles and responsibilities

- Research and systemically review current monitoring, impact and evaluation practices in children's residential care in the UK.
- Lead on the design of a monitoring and evaluation framework for our first children's home that tests the assumptions of our theory of change.
- Lead on monitoring wellbeing and developing a workplace wellbeing plan with the Lighthouse team and frontline staff.
- Advise and work with the Head of Operations on the implementation of recording systems and databases which combine child-centred practice and robust outcomes monitoring.
- Design and co-produce a monitoring and learning system that is respectful, meaningful, useful and responsive to the needs and views of children in residential care.
- Design, advise and support colleagues to identify and monitor the strengths and successes of children.
- Coordinate and support frontline staff, children and stakeholders to collect data and deliver evaluations in child-centred ways.
- Carry out analysis on qualitative and quantitative data as required.
- Evaluate outcomes, strengths and weaknesses of the Lighthouse model.
- Work with evaluation partners to produce information on the effectiveness of the Lighthouse model.
- Lead on the wider implementation of the Lighthouse model and principles.
- Analyse, interpret and present information to internal senior stakeholders and external decision-makers.
- Codify and share Lighthouse learning with other organisations.
- Stay up to date on developments in the sector and share these with staff.
- Provide consultancy services to other organisations
- Provide timely, accurate and high-quality progress updates, reports and briefings to Directors of Lighthouse and its Governance board.
- Write evaluation reports, policy reports, learning pieces, blogs and presentations for both internal and external stakeholders.
- Work with the Lighthouse team to ensure insights are used to inform strategic decision making and proposals.
- Find and use opportunities to share learning within and outside of Lighthouse.

PERSON SPECIFICATION

ABOUT YOU

You are a great communicator You have strong written and verbal communication skills with proven experience writing in varied styles and for varied audiences. You have proven your ability to communicate with a wide range of different people.

You are a team player You have the ability to work flexibly in a team, small or large. You have knowledge and experience of effective project management to tight deadlines.

You are purpose-driven Your work is guided and galvanised by your values and beliefs. You are driven by a desire to improve the lives of others.

You are analytical and data-driven. You enjoy using data to develop solutions to a problem and have strong technical skills with the ability to implement systems based on emergent learning.

You are humble You are reflective. You are able to be challenged and to learn from experiences and interactions.

You are collaborative and a relationship builder You develop strong relationships with others, are generous with your skills and knowledge and use others' strengths alongside your own, to have a greater impact in your work.

You are well organised You are able to independently manage daily responsibilities and juggle competing priorities. You are able to work efficiently and effectively to meet deadlines and deliver successfully. You are a great planner and have an eye for detail.

Please note that we hire for potential, so do not be put off if you feel that you do not meet every aspect of the person specification.

Essential Experience

- Experience of planning and delivering evaluation in practice with children.
- The ability to gather data that meets regulatory (Ofsted) requirements and balance that with using a strengths-based approach focused on building resilience with children.
- An interest in developing or working with novel forms of evaluation and building the evidence base for new models or approaches.
- Excellent report writing and presentation skills.
- Good understanding of qualitative and quantitative research methods.
- Experience of designing creative evaluation methods, using participatory approaches, and mixed qualitative and quantitative methods.
- Experience of organising and running workshops.
- Good understanding of approaches to the spread and adoption of new models.
- Good understanding of children's social care and the current policy direction.
- Excellent interpersonal skills with the ability to build mutually beneficial relationships.
- Excellent knowledge and understanding of evaluation methodology.
- Comfortable working in a dynamic and changing environment.

Desirable

- An interest in innovative approaches to children's residential care.
- Knowledge of adolescent mental health and therapeutic approaches.
- Experience of using evidence and evaluation to influence social policy
- Experience working with vulnerable groups for research and an understanding of the ethics involved.
- Experience leading research projects or working in a self-directed way.
- Experience of providing consultancy services.

APPLICATION PROCESS

Please provide a cover letter on no more than one side of A4 that outlines how you meet the **essential experience** outlined in the person specification

and why you are interested in working for Lighthouse.

We will not be able to consider any applications that only provide a CV.

If you are applying via the Smart Recruiters platform or via a job board like LinkedIn, please include your cover letter in the covering note or email rather than as a separate attachment.

If you would like to find out more about the role and Lighthouse please email info@lighthousechildrenshomes.org.uk to arrange a call with the Lighthouse Director, Emmanuel Akpan- Inwang.

Interviews will be conducted via video conferencing in two stages. The first stage will be a competency based panel interview and the second stage will be a values based interview. We are hoping to appoint this position by November 2020.