

# MISSION 44



## Head of Learning & Collective Impact Recruitment Pack

March 2024

Cadence  
Partners 

# Welcome by the Chief Executive

Thank you for your interest in joining Mission 44. We're building a hugely exciting organisation and the whole team is inspired by the extraordinary potential we have to change lives for the better.

Mission 44 exists to make a difference: our purpose is to have a lasting positive impact on young people facing social injustice, who have for decades been the least supported and least socially mobile cohort. Over the past four years, COVID lockdowns, economic volatility and the lasting disruption to their education has significantly exacerbated this already inequitable situation, and we don't underestimate the size of the hill we have to climb. But we're here to walk alongside young people, working with and for them to make a step-change in their lives.

We are incredibly fortunate to have the encouragement and support of Sir Lewis Hamilton, whose personal pledge laid the foundations for our work, and whose vision we are working to deliver. Mission 44 aims to be a profoundly effective, impact-led place to do great work: we're building an organisation that's diverse, dynamic and collaborative. We're determined that the time you invest with us will enable you to grow personally, as well as offering the huge professional satisfaction of delivering concrete and lasting change. If this sounds like the right fit, we'd love to hear from you.

**Jason Arthur, Chief Executive**



# About Mission 44

Established by Sir Lewis Hamilton in 2021, Mission 44 is a charitable foundation working to build a fairer future in which every young person has the power to succeed. The charity supports bold organisations, leaders and ideas to reimagine the future and transform the lives of young people from underserved communities.

Through grantmaking, research and advocacy, Mission 44 is focused on building a more inclusive education system, supporting progression into STEM careers and empowering young people to be changemakers. You can find out more information in [this presentation](#).

Given the global reach of Sir Lewis, and the common challenges faced by young people from underserved communities around the world, Mission 44 aims to evolve into an international organisation over the next two years.

## About the Role

As Head of Learning and Collective Impact you will play a key strategic role in expanding our reach, leveraging the power of convening, communities of practice and collective impact to unleash multiplying effects across the education and employment sectors (particularly STEM and motorsports) globally.

Using robust evidence, demonstrable impact, the latest research and, most importantly, the views and experiences of young people you will help influence policy and practice and shape Mission 44's strategic plans.

Mission 44 is a growing, ambitious and disruptive organisation that is committed to being brave, collaborative, curious, inclusive and to acting with integrity.

If you are a leader in collective impact, participatory research and MERL and like to disrupt the status quo, this role and Mission 44 would be the right fit for you. In return we can offer a supportive and collegiate working culture and exciting plans for growth and development that includes global expansion into the US and Brazil.

# Working at Mission 44

## Our team

The Mission 44 team has grown fast over recent months and currently has 21 employees. The team is organised into three directorates: Impact, focused on grantmaking and research, External Relations, focused on communications and fundraising, and Operations, supporting the organisation to function effectively and achieve our goals.

## Diversity at Mission 44

We offer a working environment that values and respects every individual's unique contribution. We want to attract the broadest range of talented people and are committed to equality of opportunity and anti-discrimination practices. We positively encourage applications from all sections of society and are particularly interested in attracting applications from candidates from diverse and underrepresented groups.

MISSION44 REIMAGINING  
THE FUTURE

OUR PRIORITIES

WHAT DOES A  
REIMAGINED FUTURE  
LOOK LIKE TO YOU?

Thoughts by our Youth Advisory Board



# Our values

Everything we do at Mission 44 is guided by our five core values.

- We are brave: with an ambitious sense of possibility, we focus on where we can drive systemic change.
- We are collaborative: we build partnerships and coalitions to solve problems and make change happen.
- We are curious: we are evidence-led and continuously learning how best to grow our impact.
- We are inclusive: we put equity at the heart of everything and amplify the voices of the underrepresented.
- We act with integrity: we are honest and transparent, and build trust-based relationships.

## Benefits at Mission 44

### YOUR TIME OFF



#### HOLIDAYS

Enjoy 28 days leave, plus a day for your birthday



#### SUMMER FRIDAYS

We finish every Friday at noon in August



#### VOLUNTEER DAYS

Unlimited volunteering leave, as agreed with you manager

### YOUR WELLBEING



#### STAY ACTIVE

Use our cycle to work scheme and free gym access



#### STAY HEALTHY

Optional health insurance and access to an EAP



#### STAY WELL

Wellbeing allowance to spend in whatever way works for you

### YOUR FUTURE



#### PENSION

Save for retirement with our generous package



#### DEVELOPMENT

Professional development budget of £1k



#### FAMILY LEAVE

Competitive parental leave package

# Job Description

Role	Head of Learning & Collective Impact
Salary	£60k to £70k per annum FTE
Contract Type	Permanent (part-time and flexible working considered)
Direct Reports	Senior Research & Evaluation Manager, Youth Participation Manager (FTC)
Reporting to	Cara Cinnamon, Director of Impact

## Purpose of the Role

We're looking for a dynamic Head of Learning and Collective Impact to join us at Mission 44, ensuring that everything we do is informed by the views and experiences of young people and by the very latest in research and evidence. With responsibility for building communities of practice across the education and employment sectors, we're looking for someone that is expert in building partnerships, that can bring data and research to life and above all, is deeply passionate about the power of convening and collective impact.

The role has four core deliverables:

- **Convening and Collective Impact:** inspire and facilitate collaboration between our funded partners, our peers and policymakers by building high quality communities of practice across the education and employment sectors. You will convene peers and partners to disseminate Mission 44's research and to create dialogue on relevant areas of policy and practice.
- **Programme Strategy and Design:** provide strategic leadership on the design of all programmatic work, to ensure new grant funds and campaigns are underpinned by robust theories of change, are informed by the latest evidence and research and are co-designed with young people
- **Research and Evidence:** develop Mission 44's research and evidence base, outlining the problems and best practice solutions to the various systemic issues that we're tackling. This will include commissioning large scale research projects, and will have a heavy focus on participatory research to ensure we incorporate the views and experiences of young people in everything we do.

- Monitoring, Evaluation and Learning: support the Senior Research and Evaluation Manager to embed our MEL frameworks, helping us to monitor and evaluate the impact Mission 44 is having, and the progress we're making towards our strategic goals.

## Convening & Collective Impact

This is a priority pillar of delivery, where you will bring your strategic vision and expertise in convening key stakeholders in order to generate genuine, sector-wide innovation through the cross-fertilisation of ideas and best practices on a global scale.

- Inspire collaboration and collective action by using our global network to convene communities of best practice on our key thematic areas and to generate learning, insights and policy recommendations
- Develop key insights from our communities of practice, and through effective and engaging dissemination activities, establish Mission 44 as a global thought leader
- Working closely with the Communications team, use Mission 44's profile and convening power to develop powerful campaign materials and messages that can create lasting systemic change for young people
- Create opportunities for cross-sector collaboration (both within the UK and across the world), by building a network of peers within other grantmaking foundations and youth-led organisations
- With support from SLT, build a culture of learning within Mission 44, ensuring that Mission 44 is continually improving our own understanding of the barriers that young people from underserved communities are facing, and what works to address those issues.

## Programme Strategy & Design

- Ensure that all programmatic activity has a learning element built into the design and work with the Impact Team to appoint learning partners or evaluators, as necessary
- Work closely with the SLT and the Impact team to ensure that all decisions relating to programmatic activity, such as the design of new grant funds, is underpinned by a robust theory of change and is informed by the latest evidence and research, and by young people's views and experiences

- Work with the Impact Team to design a Funder Plus offer for our Funded Partners that ensures partners can share best practice and develop valuable connections and networks
- Ensure that we are able to evaluate the impact of Mission 44's work, and that we can use this information to continually refine our programmes, in order to deliver maximum impact towards our charitable goals and objectives.

## Research & Evidence

- Lead on Mission 44's research strategy, ensuring research plays a key role in our approach to setting organisational strategy, to programmatic design, to grantmaking decisions and to our campaigning and advocacy work
- Working with the Senior Research and Evaluation Manager, ensure we are able to identify what works, for whom and why, in relation to our organisational goals and objectives, including the ongoing development of our organisational and programmatic theories of change
- Lead on all research projects, from design to dissemination of the findings. This includes the delivery of high quality participatory research with young people from Mission 44's target groups
- With support from the communications team, build a research dissemination strategy that is highly engaging and is able to shift priorities and perceptions for our target groups
- Line manage two direct reports, the Senior Research and Evaluation Manager, and the Senior Youth Participation Manager, and together, help to embed Mission 44's culture of youth participation, learning and reflective practice
- Oversee Mission 44's impact, research and evaluation budget and provide timely reporting and analysis

## Monitoring, Evaluation & Learning

- Support the Senior Research and Evaluation Manager to embed our MEL frameworks, helping us to monitor and evaluate the impact Mission 44 and our partners is having, and the progress we're making towards our strategic goals
- Support the communications and fundraising teams to stay connected with the learnings and achievements from the Impact directorate, and collaborate together on the development of our annual impact reports



- With support from SLT, build a culture of learning within Mission 44, ensuring we're able to regularly review our progress and the impact we're making, and to make suggestions for how to improve and become more effective as a foundation

## About You

### Essential

Engagement, convening and collective impact:

- A strong track record of overseeing the development of online communities of practice and the use of innovative digital approaches to engage members in robust discussion and knowledge and best practice sharing
- Strong experience of convening stakeholders in events that are engaging, inclusive and thought-provoking. This includes the design and facilitation of such events
- Extensive experience in building and managing successful partnerships, particularly with new stakeholders / partner organisations / funding organisations
- Experience of youth participation, ensuring that organisations embed young people's views and experiences into their decision making and design processes
- Expertise in developing collaborative relationships with senior colleagues, board members and external partners, supporting them to apply a strategic approach to programme design and decision-making
- Strong oral and written communication in addition to interpersonal skills

Monitoring, Evaluation, Research and Learning (MERL):

- Expertise in social research methodologies - both quantitative and qualitative - and monitoring, evaluation and learning approaches
- Expertise and confidence in leading inclusive and engaging theory of change workshops for multidisciplinary teams
- Experience translating research and evidence into engaging content and events that successfully influence policy and/or practice
- Experience leading large-scale research projects effectively through the full life cycle (e.g. scoping/planning, design, data collection, analysis, and dissemination)
- Experience in participatory research, ideally with young people, and in commissioning and quality assuring externally-delivered research

### Sector-specific expertise:

- Good knowledge of the issues affecting underserved young people in the UK, ideally with regards to education, employment and youth participation
- Experience in a grantmaking organisation
- Experience of working in a small, growing team
- Experience of working in a global context, outside of the UK (specifically Brazil and the USA)

### Personal Qualities

This is an exciting opportunity in a newly forming organisation. As such, many of the systems and processes that are present in an established organisation either do not exist or are newly forming. To be successful in this role, you will be:

- Creative; you are curious about new and innovative ways to tackle problems
- Curious and committed to learning; you motivated by learning and testing new ideas, you welcome feedback and are continually seeking to develop the knowledge and skills of yourself and others
- Highly collaborative; you enjoy working in teams and in partnership with others, you embrace collective impact models and you are able to adapt to the needs of various teams and stakeholders
- Proactive and self-starting; you thrive in a dynamic organisation and are able to seize new opportunities, you are comfortable managing a busy workload within a start-up environment
- Ambitious and focused: you're driven by an urgent need for change, and are passionate about creating meaningful systemic change that enables young people from a diverse range of backgrounds to succeed
- Values-driven: you act with integrity and are committed to embedding the values of equity, diversity and inclusion in everything that you do,
- Able to role model Mission 44's values and bring them to life in all of your work.

# How to Apply

Mission 44 is being supported by Cadence Partners in this appointment. For further questions or if you require candidate materials in an alternative format, please contact our advisors at Cadence Partners by email: [mission44-hlci@cadencepartners.co.uk](mailto:mission44-hlci@cadencepartners.co.uk).

Cadence Partners are using Applied – an application platform developed by the Behavioural Insights Team – to record your application. Applied is focused on using behavioural and data science to improve hiring decisions and minimise unconscious bias in recruitment.

You will be asked to respond to 3 questions which all you to express your match against the person specification and each question will be viewed in isolation. Please therefore ensure that there is enough detail and evidence in your response without referring to your other responses.

NB: Whilst we are asking for your CV, please note that we will not be viewing it in the initial sift process and the selection panel will not have access to it until after all candidate responses have been scored, so it is essential that you respond to each question fully.

To begin your application, click [here](#).

Closing Date: midnight, 21 April 2024

First Stage Interviews: w/c 7 May 2024

Final Panel Interviews: w/c 20 May 2024

NB: The dates shown may be subject to unforeseen change and any changes to will be communicated to you. Please confirm with Cadence Partners before making any arrangements.