

IMPACT MEASUREMENT PROGRAMME MANAGER (9-12 MONTH MATERNITY COVER)



DIABETES UK
KNOW DIABETES. FIGHT DIABETES.

WELLNESS WALK
DIABETES UK

DIABETES UK
HEALTHY LIVING. FIGHT DIABETES.

WHO WE ARE

For nearly 5 million people with diabetes in the UK, there's no day off. At Diabetes UK, we fight day in, day out for better care, treatment and support. We won't stop until diabetes can do no harm. With more people than ever living with diabetes and millions more at risk of developing type 2, our work has never been more needed.

We can't do any of this without you. Our staff are passionate and determined about helping everyone affected by diabetes. For over 85 years, they've been behind vital policy changes, as well as new treatments and technologies to make living with diabetes easier every day. But there's more to do. And you can be part of it.

We're a really diverse bunch and we recognise and respect your value as an individual.

As well as helping people with diabetes, you'll be part of one of the top 30 Best

UK Charities to Work For, and one of the top 75 Best Large Companies in London.

Tackling inequality is part of our mission, and we're committed to being a diverse and inclusive organisation, for all of our people and volunteers. We have a friendly and inclusive culture, with a range of staff networks and ways to get involved. You can find out more about our approach to equity, diversity and inclusion in our strategy here [EDI Strategy Branded version 22 March 2023.pdf](#).

Our vision is a world where diabetes can do no harm. Join us today, and together, we can make that a reality.



JOB DESCRIPTION

Role title: Programme Manager (Impact Measurement)

Contract type: Temporary maternity cover, 9-12 months

Hours: Full time (35 hours)

Band: 4

Key relationships (internal and external):

Internal -Strategy and Planning Team, Impact Measurement programme sponsors, Ambition co-leads, Internal Comms, Data and Insight team, Philanthropy and Partnership team, Content team, Delivery teams across charity.

External- Partner organisations, funders, think tanks and charities to share and learn from peers.

Key focus of the role: This is an exciting opportunity to programme manage and embed Diabetes UK's impact measurement practice. The Programme Manager (Impact Measurement) will manage this key organisational change programme to embed impact measurement practice which aligns and supports the delivery of our strategy. They will develop an in-depth knowledge of our charity's strategic ambitions and the opportunities to measure and evaluate the delivery of our work so that we continue to learn and improve as a charity. This information will be used to demonstrate our impact internally and externally, showing the difference our work is making to the lives of people with or at risk of diabetes. As a growing area for the charity, the role will involve engaging widely with teams across the charity and with our newly formed Data and Insight team to maximise the potential of data to inform our learning.

Directorate and team

This role sits in the [Strategy and Planning Team](#) in the [Corporate Services](#) directorate.

Department



Main responsibilities

- Use knowledge of impact measurement tools and methodologies to develop, implement and manage Diabetes UK's impact measurement activities and ambition.
- Manage and develop the charity's impact measurement framework, working closely with the Data and Insight team to ensure effective use of data.
- Produce regular and ad hoc written and verbal impact-focused reports demonstrating the impact of the Diabetes UK's strategic delivery both for senior leaders and for colleagues
- Contribute strategic thinking and new ideas to help develop and improve impact measurement practice
- Embed impact measurement practice across the charity through promoting our newly developed toolkit and rolling out a charity wide engagement plan, including offering support to particular teams
- Maintain and develop relationships with external organisations that specialise in impact and keep up to date with emerging methods and tools, and implement improvements as needed.

Person specification

All jobs at Diabetes UK are based on

- The key activities you'll undertake and

- The skills, knowledge, experience and behaviours you need to be successful in this role

You will be able to:

- Develop and embed effective charity-wide approaches for measuring and evaluating the impact of our activity, and its contribution to strategic goals.
- Think strategically to see the bigger picture, pick up new ideas and learn quickly.
- Build credibility with and influence senior colleagues to ensure the success of our impact measurement work.

You will have experience in:

- Experience in impact measurement and evaluation in a health or not for profit environment.
- Experience of building impact measurement skills and capacity of others.

You will have skills in:

- Facilitating thinking around system analysis and theories of change based on an understanding of how social change works in complex systems
- Data and evidence collection, analysis and visualisation, including quantitative and qualitative methodologies and good working knowledge of methods for data analysis
- Excellent stakeholder engagement, communication and influencing skills, able to translate complex information clearly and effectively to different stakeholders.

The best person for this job will be (behaviours):

- Able to influence and inspire others with your vision for new ways of working
- Demonstrate excellent organisational and prioritisation skills to be able to manage multiple deadlines and activities.

Qualifications/professional membership (if applicable):

N/A

BENEFITS

We know you do more than just work. And that means you might be a parent, carer, friend, volunteer or partner.

We want to make sure that we can help you create a good balance between work and the other parts of your life.

And one way we do that is with benefits we offer you.



Annual leave

We want you to make sure you get time off to rest and relax. So, all full-time permanent employees get 25 days off a year, with bank holidays on top of this.



Connected working

We have adopted a 'connected working' way of working. This means that, for most roles, you are not required to work in an office location every day.



Pension

We enrol everyone into our pension and all new colleagues joining us will get information on the pension scheme. We make an employer contribution of at least 5%.



Healthcare

Our cash healthcare plan that allows you to claim back the cost of regular health appointments and treatment, like the dentist and optician.



Learning and development

We help you to continually develop and achieve your career goals, including offering a wide range of training which happens throughout the year.



Gym membership

We have a gym membership discount scheme through our cash healthcare plan provider. You can use this at a wide variety of gyms around the UK.



Our Networks

A range of active and supportive colleague networks such as the Pride network, Global Majority network and Women's network.



Early finish Friday

Early finish Friday and flexible working as part of our approach to activity-based working (not applicable to roles with fixed shift patterns).



Employee assistance programme

Employee assistance programme to give you support on any issues that come up in life.



Annual season ticket loan

Annual season ticket loan* (on completion of your probation period and if contract is permanent or longer than 12 months).



Cycle to work scheme

Cycle to work scheme.

Get in touch

Email recruitment@diabetes.org.uk

Call **0345 123 2399**

Visit diabetes.org.uk

Search **Diabetes UK** on Facebook, Twitter, YouTube and Instagram

