

# **TOGETHER, EVERY CHILD AND YOUNG PERSON CAN FLOURISH.**

Impact Manager  
(Programme Design)

## **JOB RECRUITMENT PACK**



# WHO WE ARE

AllChild is a charity working with schools, families, councils and community organisations to ensure that together, every child and young person can flourish.

We're pioneering a new way of investing in children's futures - bringing local partners together to listen, co-design, and remove barriers to support and opportunity.

We believe children need the right support, in the right way, at the right time - rooted in the relationships and communities they know and trust.

We call this creating "SEA" change: improving children's Social, Emotional and Academic wellbeing so they can thrive at school, in life, and in the future they choose.

We are working in West London and Greater Manchester and are now preparing to grow into more places across the country — deepening our local presence to deliver meaningful, long-term support.



# THE ROLE AND YOU

## ABOUT THE ROLE

**Title:** Impact Manager (Programme Design)  
**Reports to:** Head of Programme Design  
**Start date:** ASAP  
**Location:** Hybrid, with 3 days in our London office and 2 days at home  
**Hours:** Full-time (35 hours), Permanent  
**Salary:** £38,000 - £42,999 per annum

AllChild delivers a two-year, early intervention Impact Programme that supports children and young people to build the trusted relationships and skills they need to achieve positive social, emotional and academic outcomes so that they can flourish in their school and community. Our Impact team plays a critical role in ensuring this programme is grounded in evidence, responsive to delivery, and continually refined to improve outcomes for children and families.

We are recruiting an Impact Manager (Programme Design) to join our growing Programme Design function. The role will lead specific strands of programme design work across both strategic projects and the ongoing refinement of the Impact Programme. Working closely with the Head of Programme Design, Impact colleagues, and Delivery teams, this post-holder will work independently on agreed areas of focus, while staying closely connected to others to ensure learning, decisions and next steps are aligned.

This is an exciting opportunity for someone who is passionate about understanding what drives positive outcomes for children and young people and translating that insight into clear recommendations and practical programme design. You will work closely with Link Workers and delivery colleagues, balancing research, lived experience and delivery realities to shape programme activities, guidance and resources.



## KEY RESPONSIBILITIES

### **Programme Design Strategy & Leadership**

- Lead and contribute to both strategic programme design projects and the ongoing refinement of the Impact Programme, as agreed with the Head of Programme Design
- Support the planning and coordination of how programme design priorities will be delivered
- Lead or contribute to research and evidence gathering (internal and external) to underpin programme design developments -
  - Draw on feedback from Link Workers, specialists, expert consultation, desk-based research and small-scale testing to inform design decisions and ensure continuous improvement
- Translate research findings and delivery insight into clear recommendations and practical programme design changes
  - Oversee the development, refinement and codification of Impact Programme resources and guidance, embedding learning from strategic projects and delivery insight, ensuring they are fit for purpose and consistently support high-quality delivery
- Work closely with Delivery colleagues to ensure programme design reflects the realities of practice and supports effective implementation of existing, new or updated programme activities
  - Ensure programme design clearly defines what good looks like for Delivery, articulating expected standards and practice, and developing tools and guidance to support Link Workers to deliver to those standards
  - Lead on the design and co-delivery of internal training components within the agreed remit of Impact team, ensuring they reflect programme design priorities and support Link Workers to deliver the Impact Programme effectively
- Line manage and support the development of an Impact Officer, providing direction and oversight of delegated responsibilities
- Undertake any other reasonable duties consistent with the responsibilities and level of the role

### **Impact and Organisational Contribution**

- Contribute to AllChild's impact culture by promoting evidence-led design and supporting ongoing learning within the Impact team
- Work closely with Delivery Heads and Impact colleagues to align programme design, monitoring, and evaluation with organisational priorities
- Contribute to organisational decision-making by preparing papers, presentations, and reports to internal forums, including Heads of Department and Senior Management Team

# PERSON SPECIFICATION

## EXPERIENCE, KNOWLEDGE AND COMPETENCIES

### Essential

- Strong understanding of evidence-informed practice and commitment to improving outcomes for children and young people
- Excellent analytical and research skills, with the ability to draw insight from qualitative and quantitative data
- Experience of translating research and delivery insight into practical programme design, tools, or guidance
- Ability to work independently and proactively, planning and managing own time and workload effectively
- Highly organised, with excellent project management skills and attention to detail, able to manage multiple complex workstreams simultaneously
- Clear and confident communication, able to present findings and recommendations in writing and verbally to a range of audiences
- Collaborative working style, able to build effective relationships across teams

### Desirable

- Knowledge of the contexts and early help systems in which AllChild operates
- Experience working in or closely with programme delivery in education, youth or community settings
- Experience of working directly with children and young people



# BENEFITS

## ANNUAL LEAVE AND WELLBEING DAYS

We have a generous annual leave policy, of 25 days increasing by 1 day per year up to 30 days. Plus public holidays and a further 3 days of leave during Christmas closure. We also offer 2 wellbeing days per calendar year as a means to support our employees.

## ENHANCED SICKNESS, COMPASSIONATE AND FAMILY LEAVE

AllChild pays above the statutory minimum sickness on a 12-month rolling period. We also offer compassionate leave, up to 10 days for close family members. We offer enhanced pay for maternity and paternity leave to help support staff who are growing their families.

## HEALTH CASH PLAN

Employees can access tailored support for mental and physical health and wellbeing. The support on offer includes (but is not limited to):

- 24/7 Employee Assistance Support.
- Cash back on optical, dental and holistic treatments.
- Physiotherapy.
- Counselling.
- Discount for family activities, such as cinema tickets and gym membership.

## SEASON TICKET LOAN

Staff can apply for a season ticket interest free loan. Your loan repayments are spread evenly over 12 months.

## CYCLE SCHEME

Staff can purchase bike and accessories through our cycle scheme without any upfront payment, and the payments are taken tax efficiently from their salary.

## REFERRAL SCHEME

Employees who refer a friend for any of our vacant positions will receive a £200 voucher if the candidate is successful. Upon their completion of the 6-month probation, the employee will receive a further £200.

# HOW TO APPLY

We prioritise safeguarding at AllChild. Our recruitment follows strict guidelines outlined in our Safer Recruitment and Selection Policy. Please read our Safer Recruitment and Selection Policy and complete the online application form.

Deadline: 19 February 2026

**We reserve the right to close this vacancy early if we receive sufficient applications for the role. Therefore, if you are interested, please submit your application as early as possible.**

To ensure fairness in selecting the best candidates for this role, we operate a blind recruitment process. Therefore, all applications are anonymised until an interview has been confirmed.

We are proud to be an employer that puts Equity, Diversity and Inclusion at the core of all that we do, for the benefit of our employees, our partners, and the communities that we work with. We are proud of our diversity and are therefore keen to receive applications from people who may be under-represented in our AllChild community. Please read our EDI statement on our website.

Please inform us of any accessibility needs for the application or interview process. We will address them when scheduling interviews.

If you have any questions, please contact our People and Culture Team by email: [hr@allchild.org](mailto:hr@allchild.org)