



Kindred

Data and Social Impact Lead

Salary range: £30,000 - £40,000 p.a full time (Depending on Experience)

Working hours up to full time – 35 hours per week (negotiable)

Based in Liverpool City Region (flexible working available on request)

About this Role

We are looking for a Data and Social Impact Lead to support Kindred LCR CIC to grow the social impact of socially-trading organisations (STOs) within the social economy of Liverpool City Region (LCR).

STOs are businesses that deliver social benefits AND trade commercially, with social purpose at their heart. Kindred exists to do things differently, supporting STOs with both time and money.

Kindred connects, supports and harnesses local entrepreneurialism for social good. It was created to grow the socially-trading economy in LCR and is owned locally and collectively, reinvesting money, space and our collective learning. We work collaboratively with and for LCR's STOs to enable them to grow their social impact, working with LCR Combined Authority and Power to Change as partner investors to make LCR the most inclusive economy in the country.

Kindred is now looking for a Data and Social Impact Lead with social impact, social value and data management experience to provide insight, evidence, and intelligence to support STOs growth potential and to grow the impact of Liverpool City Region's social economy. The successful candidate will be a positive self-starter with the ability to work independently and a commitment to equality, diversity, and inclusion.

As our sole data, impact, and evaluation specialist you will use your expertise in data to ensure we measure our impact of our investees and support the team to maximise the impact of our financial and non-financial investments. You will use your data analysis skills to produce robust performance data and analysis to track our progress against key strategic performance indicators (KPIs), develop an impact-focused, evidence-based culture, and to drive innovation and improvement in service delivery and investments.

Kindred is a start-up with a small team which, collectively, does everything and anything that is required. Although you will be a data specialist your attitude, enthusiasm for social impact, flexibility and willingness to work as part of a small supportive team are just as important as the technical skills you will contribute. As a learning organisation we can provide support and learning opportunities to the right candidate.

About Kindred

The idea for Kindred took shape in 2019 and was fast-tracked at the start of the Covid-19 pandemic to support LCR's STOs. As a result, we have engaged more than 800 STOs and social entrepreneurs and have currently committed £2 million in social investments to STOs across LCR and we aim to invest £1 million per year into LCR's social economy. Kindred was built on strong foundations of governance, led by a dynamic Board of Directors and an Independent Chair.

Kindred is community-owned, and everything we do is co-created by the STOs we work for and with.

Kindred's values are:

- Social impact
- Collectivism
- Co-creation and collaboration

Our priorities are:

- To provide a combination of financial and non-financial support to STOs to enable their growth and greater social and economic impact in LCR.
- To actively engage local individuals and communities who have ideas to generate community wealth. Some of these may not yet have established an STO – and may not consider themselves to be entrepreneurs – particularly in deprived areas.
- To support meanwhile uses and the long-term transfer of assets to STOs, which can kick-start regeneration, contributing to placemaking as part of LCR's spatial strategy.

Data and Social Impact Lead Job Description & Person Specification

You will be the Data and Social Impact Lead for Kindred LCR CIC, supporting Kindred's Director alongside the Programme Director, Board and 800-strong socially-trading organisation membership – with the aim of growing socially-trading organisations within the social economy of Liverpool City Region.

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Job Description

Data Management

- Ensure Kindred complies with relevant legislation, regulations, and policies.
- Develop and maintain the organisational information and data management systems including SharePoint, membership database, stakeholder and STO database/contacts.
- Lead on the production of Kindred's KPI performance and impact data as part of monthly, quarterly and annual reporting cycles and accounts including reports to Board and funders.
- Support team members and STOs with data collection and impact measurement, providing analysis and insight in order to develop a robust evidence base for the continuous development of Kindred's interventions and services.
- Identify and meet diverse stakeholders' needs for monitoring and impact data.
- Support the Kindred Director to ensure data compliance, protection and governance, in line with Data Protection legislation and GDPR are in place and utilised effectively, responsibly and securely across the organisation.

Social Impact

- Develop and implement a social impact framework for Kindred and our STO membership as part of the LCR social economy.
- Establish systems to capture, monitor, track, and record social impact and value and provide insight and analysis to build the evidence base for Kindred and its member's work.
- Work with STOs to complete baseline impact reports and annual reviews.
- Aggregate and provide insight on impact data to monitor and report the collective impact of Kindred and the STO movement it supports.
- Prepare social impact and social value information to meet reporting requirements to management, Board, stakeholders, and members including production of an annual social impact and value report.
- Provide insight to drive Kindred's impact practice and inform investment in STOs.
- Act as the main point of contact for social value in respect of tenders, procurement and applications.
- Stay abreast of and draw on best practice and STO feedback to develop Kindred's approach to impact and lead on research, such as STO clustering impact on place, with research partners.

Evaluation & Communication

- Work across the organisation on both live and static reporting to ensure Kindred effectively monitors and evaluates the impact of our work.
- Equip Kindred to use insight and understanding to make evidence-informed decisions about programme design, investment and organisational development.
- Develop effective and creative ways of communicating impact to external stakeholders, and funders such as blogs, short reports, data visualisation and case studies.
- Review and recommend enhancements to communication tools such as training materials, workshops, and webinars that aid STOs in impact measuring and reporting.
- Lead on improvement projects on various aspects of impact and performance within the organisation and with partners.
- Contribute to the ongoing development of our data capture, monitoring and evaluation systems.

This job description is issued as a guideline to assist you in your duties. It is not exhaustive and we would be pleased to discuss any constructive comments you may have. Because of the evolving nature and changing demands of our work this job description may be subject to change. You may be required to undertake additional or other duties within the context of this job description and as part of a start-up team.

Personal Specification

Kindred aims for its Board and staff to have lived experience of the community of interest it serves, and is keen to reflect its values of equity, diversity, and inclusion. We welcome applications from people from all sections of the community, different backgrounds and a variety of sectors, and are particularly interested in lived experience of financial exclusion and addressing this.

Essential Skills & Experience

- An understanding of the social economy and its benefits.
- Lived experience of working in an entrepreneurial, creative and innovative team environment.
- Genuine interest and passion for developing and implementing strategies to promote social and economic inclusion.
- Experience in innovative, creative but credible monitoring and evaluation.
- Experience of leading on the monitoring and reporting of outcomes and impact related to socio-economic and/or environmental or similar initiatives.
- Evidential experience of monitoring and delivering increased equity.
- Knowledge of social value and impact frameworks, concepts and methodologies and technical expertise of socio-economic and environmental measures.
- Thorough understanding of the requirements of GDPR and Data Protection Act 2018 and ability to design and implement approaches to ensure compliance.
- Organisational information and data management.
- Strong data handling and presentation skills including ability to apply Excel and database knowledge.
- Insight, analysis and report writing skills.
- Grant and/or investment administration and reporting including risk.
- Strong interpersonal, influencing and stakeholder management skills, with the ability to communicate with management at a senior level.
- Ability to take a risk-based approach to organising own workload as priorities and deadlines change.

Desirable Skills & Experience

- Working in social enterprise or start-up environment.
- Social impact and value reporting.
- Evaluation, research, and policy development to inform practice.
- Ability to present complex information clearly and succinctly and design or commission clear and compelling evidence data visualisations in reports, dashboards, infographics etc.
- GDPR compliance experience.
- Experience of CRM or similar database (such as creating fields, rules, and automations) and/or willingness to learn and confident in being hands on and creative to resolve technical issues with databases.
- Project management and delivery.
- Reporting to and liaison with external partners such as investors, stakeholders, or funders.
- Contributing to income generation and/or securing investment for social purpose and/or economic growth.
- Experience of working within a politically aware environment, managing conflicts of interest.
- Experience of supporting the delivery of social and/or economic impact.

Terms and Conditions of Appointment

The role is available up to full time (35hrs a week), though this is negotiable. For the candidate with the best fit for Kindred, we can be flexible and open to your ways of working. We are looking for someone who is committed to and has a presence in Liverpool City Region (LCR).

We are committed to supporting you in this role to develop and play to your strengths, inviting you to openly share your development needs for the role.

Kindred currently has a base in Baltic Creative in Liverpool. You will work with the Kindred Director to plan your work both at the team office and virtually aligned with business need.

Remuneration

The role is up to full time and the full-time equivalent salary is £30,000 - £40,000 p.a

Recruitment Information

Recruitment Timetable

- Deadline for applications: 19th January 2024
- Interviews: Week commencing 29th January 2024
- Decision and appointment by no later than 12th February 2024

How to Apply

Please provide a written statement or covering letter of up to two pages and an up-to-date CV of up to two to three pages, plus the equal opportunities monitoring sheet, and send by email to info@kindred-lcr.co.uk by 19th January 2024.

We look forward to hearing from you.

If you have any queries, please contact Info@kindred-lcr.co.uk

Kindred LCR CIC