



Programme Manager - Blackpool

October 2024



Thank you for your interest in Right to Succeed. We are excited to be recruiting a Programme Manager in Blackpool to build on the great work the charity is doing and to help us achieve even more.

Right to Succeed supports communities in areas of high deprivation to work collectively to give children and young people the best start in life. We do this because we believe every child deserves the right to succeed, no matter where they live.

Our Journey

We launched in 2015 with a mission to bring a coordinated effort to remove the barriers facing young people. We are now working collectively with schools, colleges and local authorities in Blackpool and Rochdale, to help build an inclusive education system where every child is supported to succeed. We are currently further developing our work to support literacy in both Rochdale and Tameside. In September 2021 we launched our first whole-system improvement programme with the community in North Birkenhead and we are soon to be rolling out similar place-based programmes in other areas of the Liverpool City Region.

We are still a young charity, but we are starting to see significant impact in our partner schools, and we are currently developing an impact measurement framework to help demonstrate the power of collective working.

We are growing quickly, and expect that to continue for the next few years as place-based change becomes a national focus. Now is an inspiring time to join Right to Succeed and help us transform outcomes for children. We are keen to encourage applications from those with lived experience of overcoming one or more of the issues our programmes seek to address, as we understand the extra value that this brings to understanding our programmes.

We look forward to meeting you.

Yours sincerely,



Graeme Duncan, Chief Executive



Job Details

Title:	Programme Manager Data and Systems
Reports to:	Programme Director
Contract Type:	Fixed term until 31 August 2027
Hours:	Full Time 37.5 hours per week Monday-Friday
Location:	The post will be based in Blackpool and will require regular travel around the area. Consequently applicants invited within a 60 minute commute of Blackpool
Salary:	£42,362.00 FTE Grade 2 (5% pension, Medicash and group life assurance)

Role Summary

The Programme Manager is responsible for managing the day-to-day delivery of some of our Blackpool YFF Connected Curriculum Programme. The Programme Manager will be responsible for the delivery of work across varied work streams of system change and data transformation. The programme will involve working with a range of delivery partners and other key stakeholders in Blackpool. The role provides an exciting opportunity to be part of an ambitious, passionate team committed to overcoming inequity and improving outcomes for children and young people.

Key Objectives of the Job

As Programme Manager responsible for managing the day-to-day delivery of some of our Blackpool Programme, you will support the development and delivery of the work by:

1. Identify the key areas of strength and development within their settings, particularly in relation to data, systems change and identification of need.
2. Supporting programme implementation around data and systems and improve the implementation of existing data approaches from a range of evidence-informed development partners, with the aim of transferring learning into universal practice.
3. Utilising data and systems to support the adoption of a research-led approach to improving outcomes for young people, particularly the most vulnerable, helping both education and multi-agency settings to identify and evidence need, before designing and delivering collective solutions to these needs.
4. Facilitate community of practice sessions with stakeholders/ leaders/organisations focused on identifying and supporting the programme, as well as wider inclusion needs of RTS data and systems change processes/practices.

5. Support the development of the collective impact conditions, ensuring that all projects further establish a clear common agenda, shared measurement framework, mutually reinforcing activities, continuous communication channels and sustainable backbone function.
6. You will also work closely with the rest of the RTS Programme team, currently delivering projects across multiple geographical areas to share key barriers and enablers, effectively accelerating the learning across both the projects and wider organisation.

Data and Systems

The key responsibilities within the data and systems aspects of the role will include, but not be limited to:

Supporting the ongoing development of the Blackpool Risk of Neet Indicators (RONI) tool, working with schools, organisations, services, council, NatCen and the RtS data and insights team to improve and refine it's efficiency, effectiveness, connection to other NEET-related data sets and scalability

- Working with Blackpool partnership members, schools and services to build their capacity and capability in administering, analysing and gaining insight from the programmes assessment framework
- Analyse, interpret and share data and learning within the system, to influence resourcing, provision and investment towards a long-term early intervention focus.
- Working collectively to ensure the effective implementation of sustainable, high quality data practices and processes with all Blackpool partnership members, schools and services
- Ensure high levels of completion and engagement with all assessment, learning and evaluation surveys associated with the programme
- Work collaboratively with our programmes, design and data teams to further strengthen and develop our employment and skills shared measurement framework
- Operate effectively as part of our existing Blackpool Partnership team and support the delivery of the town-wide NEET data strategy

Tiers of Support:

The key responsibilities within the Tiers of support aspect of the role will include, but not be limited to:

- Work collaboratively with the Blackpool partnership to support the Tiers of Support framework and shared language across different services to be effectively embedded.
- Ensuring the tiers of support data capture tool is robustly designed, accessible and allows key insights to be drawn from the data
- Collate and analyse feedback from practitioners and young people, using qualitative and quantitative methods to help support improving young people's outcomes

- Lead on the mapping of the service landscape at each tier, using surveys, data and insights to identify gaps and in local provision

All of the work on data, systems and tiers of support will be underpinned by commitment to youth leadership, co-production and utilising and generating the best available evidence to systematically and sustainably improve young people's outcomes in Blackpool. The programme manager will be expected to work with young people in their workstreams and alongside the learning partner, evaluator and wider team to ensure youth voice, data and evidence is at the centre of their work.

From a data and systems perspective you will be expected to:

Work In Partnership with the Programme Director ensure the delivery of a high quality programme

- Work with internal stakeholders including development partners to ensure that the project is being set up for success in your area in terms of planning, timescales, partnerships, interventions, RTS's data collection and measurement frameworks.
- Design and develop key processes that will ensure the smooth running of the programme in your area and provide clarity around accountability for programme targets and key areas of activity.
- Oversee the monitoring of performance at a local level, ensuring that the programme is performing as expected and drive mid-stream adjustment to correct the course of travel where required.
- Help shape the culture, infrastructure and systems within the programme to inform the iterative development of the programme, including supporting the local governance infrastructure for the project.
- Facilitate the sharing of best practice and learning across the education settings and multi-agency services in your area.

Build partnerships & managing relationships

- Work with the Programme Director in building local level partnerships with best practice deliverers, influencers, education settings, multi-agency colleagues and commissioners in your area, ensuring that these are managed to a high level of quality and as per the RTS's organisation's values.
- Ensure that memorandum of understanding and contracts with all partners on the Project are clear, setting clear expectations about deliverables and the way the partnership is represented publicly.
- Ensure that robust processes and procedures are in place for managing all partnerships effectively, particularly in reference to new local partners, where due diligence and confidence in the organisation to deliver will be key.

Communication and representation

- Work with the Development Team and regional contacts to build awareness of the programmes in your area, supporting the development of messaging and materials that communicate a strong vision for the project.
- Act as an ambassador for Right to Succeed and the programmes that you directly deliver on at a local level and work with the Programme Director to identify opportunities whereby key thematic and place-based learning can be shared at both a local and national level.

Support the Programme team to:

- Positively represent the programme externally, acting as an ambassador for the organisation at all times.
- Identify partnerships that could open the door to further funding for the charity's work in this area.
- Understand the opportunities to replicate and scale the programme and ensure that the processes and procedures behind the programme support this.
- Ensure learning from both external research and operational practice is systematically reported back in order to enhance organisational learning and improve future practice and programme design.
- Identify the CPD requirements, tools and resources required to enable high-quality delivery of our projects and provide support in their design and delivery where required
- Work more collectively with other areas of the organisation, through the early identification and communication of potential opportunities for collaboration

Person Specification

Experience Essential:

- At least 3 years' experience of working within or directly with the education or community sector
- Proven experience of managing relationships with a range of senior stakeholders including senior school and multi-agency leaders
- A developing understanding of the data and evidence base around education, employment and skills
- Experience of processing and analysing quantitative data to generate insights
- Experience of presenting data in clear, accessible formats for a range of audiences
- Experience of analysing data related to public or third sector services or social sciences

Experience Desirable:

- A track record of leading successful initiatives targeting improved pupil outcomes
- Experience of translating analytical research into practical recommendations and concrete actions
- Experience of working with a wide range of education and employment settings
- experience of working with data and systems in areas such as education, health, local authority, other public and private organisation.
- An understanding of, and interest in, child development and wellbeing

- Experience of using data visualising software, such as PowerBI

Skills Essential:

- Proven organisational and project management skills
- Ability to influence, inspire and to initiate change
- Ability to adapt style to work within the Right to Succeed programme management structure
- Ability to manage conflict
- Excellent relationship management skills and ability to work with a wide variety of stakeholders
- Strong problem-solving skills and ability to draw up practical and effective solutions
- Ability to work independently and as part of a team working on a larger project
- Effective communication skills including strong written English skills (report writing, research and presentation)
- Proficient ICT skills
- Numerate with the ability to analyse and interpret pupil data and financial information
- Ability to explain data insights in a clear, visual way to non-experts
- High level of proficiency in excel
- Ability to process big data sets and quality check to prevent errors
- Commitment to RtS values and our mission for children, young people and communities

Qualifications and Knowledge Essential:

- Ability to represent the charity credibly with partners/stakeholders and key leads
- An understanding of local authority systems with children and young people services
- Project Management
- Recognised Data and/or IT background/qualifications

Qualifications Desirable:

- In-depth knowledge of social care/education/employment improvement for children and young people.
- An understanding of research led practice in schools (training will be provided)
- An understanding of collective impact and implementation approaches (training will be provided)

Our Values	Key Competency 1	Key Competency 2
Commitment	Deliver excellent services to our schools and partners	Work as part of a team committed to delivering a mission
Integrity	Uphold principles and values	Follow through on responsibilities
Humility	Approach our work with professional curiosity	Demonstrate learning and the application of your learning
Curiosity	Willingness to positively question operating norms	Passion for identifying and trialling innovative solutions
Collaboration	Build effective relationships	Influence and negotiate the conditions to create impact

Equal Opportunities

Right to Succeed is an Equal Opportunities Employer and is committed to ensuring no candidate or employee receives less favourable treatment on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, religion or belief, sex or sexual orientation.

Diversity and Inclusion is critical to our success and we actively seek to recruit, develop and retain talented people from a diverse candidate pool.

We particularly encourage applications from those candidates with lived experience of the issues our programmes seek to address as we recognise the value this adds to the delivery of our services.

As a Disability Confident employer we would encourage any applicants who need assistance or alternative versions of our recruitment pack to get in touch so that we can help.

We're proud to be an organisation that is aligned to the 'happy to talk flexible working' campaign and will positively consider all applicants who wish to discuss flexible working arrangements.



Background checks

Due to the nature of the role and the work Right to Succeed carries out we will ask the successful candidate to complete an Enhanced DBS check and any offer of employment will be subject to this background check, along with references from previous employers and checks on their right to work in the UK.

As an equal opportunity employer Right to Succeed does not discriminate against those with criminal records and any information disclosed on the background check will only be considered against the risk that could be posed to our staff members or the recipients of our work, and we comply in principle with the DBS Code of Practice.

How to Apply

To apply for this position, please submit a CV and a supporting statement including your motivation for applying and how you meet the criteria for the role to recruit@righttosucceed.org.uk by **4pm Monday 18th November 2024**.

Please note we will be interviewing candidates as applications are received and may close the vacancy earlier if a suitable candidate is identified. Candidates are advised to apply as early as possible.

Unfortunately, we can't consider any candidates who do not submit a supporting statement.

Your supporting statement must not exceed two pages and should cover your motivation for applying for the role and how your skills and experience meet the criteria outlined in the Person Specification. This is also your opportunity to evidence the written communication skills that will be necessary for the role.

If you need any advice or guidance on what to include in the supporting statement, please contact recruit@righttosucceed.org.uk.

Timetable

Applications invited by 4 pm on Monday November 18th 2024

Interviews:

Stage one will be held on Zoom on 22nd November 2024

Stage two will be held on 26th November 2024

Start date: December 2024/January 2025

These dates may be subject to change.

Queries

For queries about the role or, for additional information, please contact: recruit@righttosucceed.org.uk

About Right to Succeed

How we work

We bring together residents, professionals and decision-makers to co-design a development programme that is bespoke to the needs of the local community. We call this way of working “place-based change”.

Why we exist

The wealth of your parents still determines how well you do in education and in your career – we don’t think that’s right. Too many children in the UK are not getting the right start in life, leaving them unable to realise their full potential. We believe that no single organisation can solve this problem on their own, but together we can.

Our Vision

Strong communities where every child is supported to succeed.

Our Mission

We work collectively to strengthen communities and systems that enable children and young people to succeed.

Our Values

Our culture and values underpin the way we work, how we see our relationships and the decisions we make. Our organisational values are:

Collaboration	We drive collaboration in everything we do, supporting our colleagues and partners to work better together by pooling resources, learning and expertise.
Commitment	We are committed to achieving only the best in the long-term for the children, young people and communities that we serve, and we place sustainability at the heart of our work.
Curiosity	We ask questions, listen without bias, and strive to keep an open mind.
Integrity	All our work is guided by our values and mission; we are willing to have difficult conversations to ensure this, and use clear processes and decision-making mechanisms to hold ourselves accountable.
Humility	We understand that the people in the communities we work with are the experts on their own lives, and we are constantly learning from them.

Where we work

Blackpool

We have supported Blackpool’s implementation of their 10-year education strategy, building on the

legacy of the Blackpool Opportunity Area, and focused on enabling children to thrive and achieve their potential in adulthood.

The town-wide priorities are to:

- Improve literacy
- Promote inclusion
- Support development of employability and skills

We have been working in the town for 8 years and alongside our support for the 10-year education strategy, we are currently working with leaders and schools on two programmes:

- [Pathways for All](#) - supporting the town's most vulnerable school leavers into post-16 education, employment or training
- [Youth Futures Foundation Discovery project](#) - focused on developing a collective, locally-led, evidence-informed approach to NEET systems change across the town

Liverpool City Region

We work in North Birkenhead, Wirral on a place-based change programme called [Cradle to Career](#), which puts the community at the heart of decision making for its children and young people. Cradle to Career is now into its 4th year of delivery and due to its success, the Combined Authority has pledged funding to help us launch five new place-based change programmes across the region.

Delivery started in [Knowsley](#) and [Halton](#) in 2023, with further Discovery also starting in [Sefton](#) and [St Helens](#). The Discovery in [Liverpool](#) in September 2024.

Great Yarmouth

We are currently delivering a place-based change programme in [Central Great Yarmouth](#), Norfolk that aims to reduce youth violence and crime among children and young people by focusing on preventative measures including:

- Youth Offer
- Literacy
- Education Employment and Training

Rochdale

In September 2023, following a year-long Discovery process for a [new collaborative project to improve inclusion](#), working collaboratively with the Council, DfE, EEF, local primary, secondary and special schools we started a Delivery Project focusing on Literacy and Inclusion across the borough.

Tameside

In September 2023, we began a Discovery process working collectively with the Council, DfE, EEF, local secondary school sector focusing on raising Literacy standards across the area.