



Impact & Evaluation Manager

Role Information Pack

Deadline: Tuesday 11th August, 2026



“The team at Music Masters are a joy to work with, full of passionate individuals who really care about their work and the charity. In return, Music Masters is an organisation that really looks after the individuals within it and genuinely values their unique strengths.”

Steph Walsh, Programme Manager



Impact & Evaluation Manager

Role Overview

Music Masters is entering an ambitious new phase as we grow our work across the UK. We're looking for an Impact & Evaluation Manager to help us understand where we're making the greatest difference, what we're learning as we grow, and how we can use that learning to improve our work and influence the wider music education sector. This role presents a chance for someone to help shape how a growing organisation learns, adapts and influences the future of music education. If you enjoy asking thoughtful questions, working alongside schools and communities, and turning evidence into action, this could be the role for you!

Key relationships	The role-holder works with colleagues across the organisation, with particularly strong relationships with the Senior Leadership Team and Programme Managers.
Direct reports	None
Location	A balance of remote working and working in Music Masters' office (Kennington, London SE11). Employees are encouraged to base themselves in / around the office as much as the role requires, with a minimum of once per week (currently Wednesdays) - the communal office day for all team members.
Hours	Part time, 3 days / 21 hours per week (1 hour lunch break not included)
Salary	£41,200 FTE (£24,720 actual salary for 3 days a week)
Pension	Contributory Pension including 5% employer contribution
Benefits	• 25 days annual leave and public holidays, both pro rata • Office closure between Christmas and New Year • 2 Volunteering Days per year • Employee Assistance Programme to support your mental wellbeing • Enhanced maternity, paternity and adoption leave • In-house and external training opportunities available throughout the year • A flexible approach to working to support work-life balance
Duration	Permanent
Start date	As soon as possible
Application Deadline	Tuesday 11 th August, 5pm
Interviews	First round: w/b 24 August 2026 (likely Tuesday 25 August) Second round: w/b/ 31 August 2026

Please note: The successful candidate will be required to hold / apply for a DBS check relevant to their role, including for barred lists if appropriate, and complete annual safeguarding training.

About Music Masters

Music Masters is a national charity working to ensure that every child has the opportunity to experience excellent music education, regardless of their background or where they live. We believe music can transform children's confidence, wellbeing, aspirations and life chances, but access to high-quality, sustained music education remains deeply unequal.

For almost twenty years, we've worked alongside schools, music educators and partners to develop approaches that help more children access excellent music education, particularly in communities where opportunities are most limited. Our work combines long-term partnerships with schools, professional development for educators, and programmes that support the wider music education sector to become more inclusive and equitable.

We believe lasting change comes from understanding not only whether something works, but why, for whom and in what circumstances. That's why learning and evaluation are central to how we work. We listen carefully to children, educators and communities, continually refining our approach as we learn and sharing what we discover to help strengthen music education beyond our own programmes.

We're now entering an ambitious new strategic period. Building on nearly twenty years of learning, we're growing our work across the UK carefully and thoughtfully, putting depth before reach. As we do, we'll continue to ask challenging questions, strengthen the evidence behind our work and contribute to a future where every child has the chance to thrive through music.



"I can easily say that this is most supportive, ambitious and caring organisation I have had the pleasure of working in. Always pushing the needle to improve the UK music education industry and beyond."

Ashley Roye, Schools Programme Manager



Working with us

Music Masters is a great place to work that values individuality, creativity and collaboration. The Music Masters office team currently comprises:

Executive	Chief Executive Officer (FT)
Finance	Finance Director (PT) Finance Manager (PT)
Fundraising	Development Director (FT) Development Manager (FT) Development Officer (PT) Philanthropy Manager (FT) Philanthropy Officer (FT)
Impact & Evaluation	Impact & Evaluation Manager (PT) (This role)
Marketing and Engagement	Head of Marketing (PT) Digital Marketing Manager (PT)
Operations	Operations & Systems Manager (FT)
Programmes	Head of Schools and Creative Programmes (FT) Head of Teacher Training Programmes (FT) Schools Programme Manager (FT) Programmes Coordinator (FT) Programmes Coordinator (Educator Development) (PT) Enrichment and Progression Manager (FT) Curriculum and Learning Manager (PT) Mentor and Regional Training Manager (PT) Emerging Educator (intern) (PT)

PT = Part Time FT = Full Time

We work with a team of highly trained freelance and employed music teachers who deliver in our Flagship Schools, lead and support on events, and lecture and mentor on our Educator Development programmes.

Fundamental to our work is our Board of Trustees – a group of exceptional volunteers who keep the values of Music Masters ‘in trust’ for future generations and support the executive team to deliver an outstanding programme of work for the greater good of society. Our trustees are ambassadors for our charity, and play a crucial role in supporting its executive team on significant governance, strategic and financial matters. In autumn 2024, Stuart Mason – father to the remarkable Kanneh-Mason family and Senior Vice President at Belmond – became Music Masters’ Chair of Trustees. Our work is also guided by an expert Advisory Panel, a Development Committee, a Finance & General Purposes Committee and programme-specific advisory groups.

Music Masters is wholly committed to supporting its employees through bespoke, ongoing personal and professional development and has a designated budget to ensure high quality training can be prioritised.

About the Role

Music Masters is embarking on an exciting and ambitious 2026–2029 strategy (launching in September) to bring excellent, equitable music education to thousands more children across the UK. As we grow, we want to understand how our work translates into different places and communities, where it has the greatest impact, and what we need to adapt as we learn. We're committed to growing in a way that is thoughtful and sustainable, putting depth before reach and using evidence to guide the decisions we make.

The Impact & Evaluation Manager will play a central role in helping us do this. You'll lead our approach to understanding the environment we're working in and evaluating the difference our work makes, making sure our organisational Theory of Change remains a practical framework that helps us ask the right questions and make informed decisions, rather than something that sits on a shelf. You'll spend time with the people we work alongside, collecting and interpreting evidence from a range of sources, looking for patterns, asking why things happen, and helping us understand what they mean. Just as importantly, you'll help turn what we learn into practical insight that strengthens our programmes, informs future strategy and helps us share what we're learning with others. We see evaluation as part of how we learn and improve, not simply as a way of demonstrating impact.

Key responsibilities

Strategy

- Lead and continually refine Music Masters' Organisational Theory of Change and overarching evaluation framework to ensure our strategy is guided by clear questions and robust evidence.
- Collaborate with programme leads to keep individual Theories of Change 'live' and actionable, ensuring that programme-level data directly feeds back into and strengthens our organisational learning.
- Keep our evaluation approach under regular review, refining indicators, methods and data collection as we learn, so that we continue to measure what matters rather than simply what is easiest to measure. Regularly review the quality of our data and address gaps where they arise.
- Work closely with the Senior Leadership Team to ensure evidence and learning inform strategic planning, organisational priorities and decisions about where and how Music Masters grows.
- Develop approaches to understanding not only the impact of our programmes, but our contribution to wider systems change, recognising that influence is often collaborative, indirect and takes time.

Research, Evaluation and Insight

- Work with programme leads to build and maintain one coherent approach to evaluation across Music Masters, helping us understand people's journeys with us over time rather than viewing programmes in isolation.
- Work alongside the Programmes Team to deliver high-quality evaluation across our Flagship Schools Programme, ensuring data is collected, stored and analysed securely and used to improve practice within schools.

- Develop and deliver a consistent evaluation approach across our programmes, enabling us to compare learning across different contexts and build a connected understanding of our impact.
- In line with our agreed strategy, oversee the feasibility, design and delivery of longitudinal research (likely in partnership with an external research organisation), including budget management of research work as appropriate, to better understand the long-term impact of our work on children.
- Explore how effectively our approach translates as we grow nationally, drawing on evaluation findings, geographic and demographic data, and the experiences of schools and communities to understand what works, where, for whom and why.
- Lead and personally undertake a wide range of research and evaluation activity, commissioning or collaborating with specialist partners where appropriate. This may include surveys, interviews, focus groups, observations, case studies and reflective practice with children and young people, families, teachers, school leaders, music educators, employers and partner organisations.
- Design evaluation in ways that meaningfully involve children, young people and the communities we work alongside, helping to shape the questions we ask, how we gather evidence and how we interpret what we learn.

Evidence for Improvement and Influence

- Turn evidence into clear, practical recommendations that strengthen programmes, improve delivery and support strategic decision-making across the organisation.
- Lead how Music Masters communicates its impact internally and externally, tailoring insight for different audiences including colleagues, trustees, funders, partners and policymakers.
- Lead on writing and coordinating impact reporting as appropriate during the strategy period, bringing together evidence, insight and lived experience to explore equitable access to music education across the UK and contribute to wider sector learning.
- Build and maintain a well-organised organisational evidence base, drawing together our own learning alongside relevant external research and data to strengthen decision-making, fundraising, advocacy and communications.
- Work with colleagues across fundraising, communications and finance to provide robust evidence, case studies, beneficiary stories and outcomes data that support funding applications, public communications and reporting, including the enhanced impact reporting expectations of the Charity SORP.
- Keep abreast of relevant national policy, research and sector developments, identifying external evidence that strengthens our understanding of need and helps place our work in a wider context.
- Ensure statistics, evidence and key messages used across the organisation remain accurate, consistent and up to date.
- Produce clear and accessible reporting for a range of audiences, from concise internal learning papers to Board reports and presentations.

Building an Evidence-Informed Organisation

- Help build a culture where reflection, learning and evidence are part of everyday decision-making, supporting colleagues across Music Masters to develop confidence and skills in evaluation and using evidence well.
- Work with the Senior Leadership Team and Operations & Systems Manager to understand and reflect on organisational culture, staff wellbeing and ways of working, using evidence to support continuous improvement.
- Work closely with our operations and systems function, and external data partners, to ensure systems including Salesforce support effective data collection, analysis and reporting.

Data, Ethics and Professional Practice

- Ensure all evaluation, research and data management complies with GDPR and Music Masters' data protection and privacy policies.
- Carry out all evaluation and research in line with Music Masters' safeguarding policies, ensuring children, young people and adults are protected throughout every stage of the research process.
- Explore thoughtful use of AI and other emerging technologies to strengthen how we analyse, interpret and communicate evidence, applying them ethically and responsibly in line with organisational policy.
- Keep up to date with developments in evaluation, research methods, technology and practice, as well as wider developments across music, music education, education and social change.
- Build strong relationships with colleagues and partners, contribute positively to Music Masters' culture and values, and undertake other reasonable duties appropriate to the role.



“Why work at Music Masters?
If you want a collaborative and positive environment, where people support each other, share the successes and are generous with each other, then this is the place for you. We do meaningful work and the focus on well-being is sincere.”

**Cedric Fromageot, Operations
& Systems Manager**

Who are we looking for?

In this role, we're looking for someone who is genuinely curious about how change happens and enjoys using evidence to help organisations learn and improve. This is a hands-on role for someone who enjoys the whole evaluation process, from spending time in schools and listening to the people we work alongside, to analysing evidence, spotting patterns, and helping shape strategic decisions.

While you will lead and deliver much of this work, you won't do it alone. You'll work collaboratively, overseeing evaluation that colleagues across our programmes help to deliver, drawing on external partners for specialist or larger-scale work, and agreeing key priorities with the Senior Leadership Team to ensure your time goes where it can make the greatest difference. If you enjoy that variety and want to help shape how a growing organisation learns, we'd love to hear from you.

In more detail, we are looking for someone with the following:

Knowledge

It is essential that you have knowledge of and familiarity with:

- Theory-based evaluation approaches, including the practical application of Theory of Change and evaluation frameworks.
- Qualitative and quantitative research and evaluation methods, and an understanding of when different approaches are most appropriate.
- Good practice in collecting, managing and interpreting data ethically, including GDPR and safeguarding requirements.
- The role of evaluation in supporting organisational learning, continuous improvement and strategic decision-making.

It is desirable that you also have knowledge of and familiarity with:

- The UK education, music education and/or wider social change sectors.
- Longitudinal research and approaches to understanding longer-term outcomes.
- Data systems such as Salesforce or similar CRM platforms.
- Emerging developments in evaluation practice, data visualisation and the thoughtful use of AI within research and evaluation.

Experience

It is essential that you have strong and proven experience in:

- Designing and delivering evaluation approaches that combine qualitative and quantitative methods to build a meaningful understanding of impact.
- Turning complex evidence into clear insight and practical recommendations for a range of audiences, including senior leaders, trustees, funders and delivery teams.
- Working collaboratively with colleagues and stakeholders to develop evaluation approaches that are useful, proportionate and embedded in practice rather than sitting alongside it.
- Personally delivering research and evaluation activities, including engaging directly with participants and stakeholders through methods such as interviews, focus groups, observations and surveys.





It is desirable that you have experience in:

- Commissioning and managing external research partners including academic institutions.
- Evaluating programmes delivered across multiple locations or organisations.
- Supporting funding applications, organisational reporting or advocacy with evidence.
- Working with schools, children and young people, or community-based programmes.

Skills

It is **essential** that you have:

- Excellent analytical skills, with the ability to identify patterns, ask thoughtful questions and use evidence to deepen understanding rather than simply report findings.
- The ability to communicate complex information clearly, tailoring reports, presentations and conversations to different audiences, including children and young people.
- Strong organisational and project management skills, with the ability to balance strategic thinking with hands-on delivery and manage competing priorities.
- The confidence to build trusted relationships across the organisation and with external partners, encouraging reflection, learning and evidence-informed decision-making.
- A willingness to travel across the UK to visit schools, partners and communities as required, including occasionally over weekends.

It is desirable that you have:

- Experience of facilitating reflective conversations, workshops or learning sessions.
- Confidence presenting findings at conferences, networks or sector events.
- Experience of using data visualisation, dashboards or digital tools to communicate insight effectively.

Values

It is **essential** that you adhere to our values, which are:

Our definition of excellence has inclusion at its heart. Our work cannot be excellent if it is not inclusive.

We believe in and are ambitious for every child's personal and musical potential, with a commitment to depth, rigour and legacy in all we do.

We lead with empathy and care, fostering a community of safety and belonging where every individual feels respected and heard.

We stay curious, embrace new ideas, acknowledge what we don't know, and continually evolve our practice to better serve our community.

We bring energy, joy and human connection to our work, ensuring that the experience of learning is as uplifting as music itself.

We don't accept the status quo. We challenge the assumptions and systems that hold children back, acting as ambassadors for a more equitable musical world.



How to apply

Music Masters is an equal opportunities employer. We are committed to enabling people from a diverse range of backgrounds to build careers in the arts, education and charity sectors. If you have any access needs that are not accounted for within the online written application form process, please don't hesitate to get in touch.

If you are unsure whether or not your skills match the job description but are interested in the role and would like to have an informal discussion prior to applying, please write to contact@musicmasters.org.uk. We will do our best to facilitate this, but please bear in mind that this may not always be possible at particularly busy times.

We are committed to safeguarding and promoting the well-being and welfare of children and require everyone associated with Music Masters, including all trustees, employees, and volunteers to share this commitment. Successful applicants will need to undergo child protection screening appropriate to the role, including references from past employers (including the most recent), the opportunity to provide a self-disclosure form and Disclosure and Barring Service checks. We reserve the right to perform online checks after a role has been offered as part of our vetting processes, specifically for roles with substantial access to children. References will only be sought once the offer of a role has been made. These will include questions on the quality of your character, any history of substantiated allegations or disputes, and anything that your referee believes we ought to know in order to protect the children with whom Music Masters works. If any issues come to light, we reserve the right to discuss these with your referrer further. You will be subject to a standard "Right To Work" check as per government legislation. The offer of a role will be subject to meeting these conditions in a satisfactory way.

We believe in and practice fair recruitment. As such, your name, contact details, references, educational background and protected characteristics will be hidden before your application is passed to panel for consideration. Your name will only be provided to the panel prior to interview.

Finally, we know that candidates may choose to use AI to support their job search process. However, please ensure that your application genuinely reflects **you**: your personal experiences, skills, proud accomplishments, and authentic voice – these are things we want to know and understand.

Closing date for applications: Tuesday 11th August 2026, 5pm

Successfully short-listed candidates will hear from us by the end of the day on Monday 17th August, and all applicants will receive a response.

To apply, please click [here](#). We can't wait to hear from you!





“The Music Masters office is probably the most supportive work environment I’ve encountered in my career. There’s a real enthusiasm for personal and professional development and a palpable collective belief in the mission. And it’s made all the more rewarding when you get to go out into schools and see the work in action!”

Nathan Comer, Development Manager



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