



Job Description

Job title:	Head of Data & Research
Group:	Evidence, Advocacy and Campaigns
Grade:	G6
Reporting to:	Global Director of Evidence, Advocacy & Campaigns
Location:	UK

Lumos is an international children's charity founded in 2005 by children's author J.K. Rowling to end the harmful practice of institutionalisation of children. Lumos' mission is to fight for every child's right to a family by transforming care systems around the world. Our vision is for all children to grow up in safe and loving families.

Despite clear evidence of the harms of institutionalisation, an estimated 5.4 million children worldwide continue to live in institutions. Separated from their families and communities, these children are deprived of the love, attention and opportunities they need to thrive. We've made important progress in closing harmful institutions and reuniting children with their families. And where children are unable to live with their birth families, we promote alternative family-based care, such as kinship care and quality foster care. Thanks to our tireless efforts alongside many other champions of care reform, the harms of institutionalisation are now more widely understood. A global movement is underway and the UN, the EU and some large development agencies have joined individual countries in pledging to change how they care for vulnerable children. We are committed to ensuring that global policy commitments are translated into local action, leading to sustainable change for vulnerable children.

Over the past 15 years Lumos has worked directly in different countries around the world to demonstrate that it is possible to change systems of care and fulfil children's rights. Building on our heritage and direct experience of systems reform, our new strategy focuses on sharing learning with others to reach more children and amplify the impacts of our work on children's lives. Our new strategy has three priorities:

Building Global Expertise: We'll use our knowledge and experience to support those responsible for reforming care systems in their own countries. This will include providing technical support, evidence and guidance to help design and run better care systems, as well as learning exchanges where they can share experiences and challenges.

Catalysing Change: we'll use evidence to motivate and press governments to reform the way they care for children. This will involve leading targeted research and advocacy campaigns to identify and tackle the drivers of institutionalisation, promoting accountability by tracking and highlighting progress, and influencing international funding, programmes and policy.

Demonstrating & Innovating: Building on our heritage of successful programmes showing how care systems can be reformed, we'll use what we've learnt in the past to support partners with their own reform efforts. Over the next two years, as we complete our current country demonstration work in Eastern Europe, we'll identify programmes in new regions – building expertise and evidence of what good care reform looks like in new and challenging contexts, particularly for those children that typically get left behind.



Scope

Data, learning and evidence are right at the heart of Lumos' mission to end institutionalisation of children globally. The new Head of Data & Research will play a crucial role in designing and leading pioneering research studies, delivering rigorous analysis and building a culture of evidence and learning. We are looking for an experienced professional with excellent research and management skills, who has the ambition to generate compelling evidence to transform childcare policy and practice around the world.

Job objectives:

- Lead the Research team within in the newly formed Evidence, Advocacy & Campaigns (EAC) Group at Lumos.
- Oversee the work of research and analytical staff in the EAC Group and demonstration countries to deliver an exciting portfolio of research and documentation studies.
- Oversee research design and planning at Lumos, ensuring methodological rigour; adaptation to context; efficient use of resources; ethical conduct; and delivery of impactful findings.
- Undertake, supervise and commission research and analysis projects to address gaps in the evidence base and to inform the development of influencing strategies and campaigns.
- Lead on implementation of Lumos' new Organisational Results Framework, ensuring the capture of data on programmatic activities and organisational health that supports continuous learning, accountability and improvement.
- Ensure Lumos has appropriate systems to enable effective capture, analysis and reporting of data.
- Oversee the collection, quality assurance and reporting of data for our annual impact report.
- Oversee work to document transferable learning from our country demonstration programmes (in partnerships with colleagues from the Demonstration Programmes Group).
- Support the Fundraising & Communications Group with advice and expert input to fundraising applications, such as design of theories of change, log frames and monitoring, evaluation and learning plans.
- Nurture relationships with specialist stakeholders ensuring our work is informed by latest thinking and developments in the field.
- Contribute to strategy and technical discussions about improving the global measurement and monitoring of child institutionalisation.
- Oversee the delivery of innovative research studies to measure international flows of funding into orphanages; and to model how resources could be better deployed to enable prevention of, and family-based alternatives to, institutionalisation.
- Lead the design of future child outcome and cost-benefit evaluations for Lumos country demonstration programmes (from 2022 onwards).
- Nurture a culture of learning and continuous improvement, building the confidence and capabilities of colleagues to use data and evidence in their everyday work.
- Disseminate findings to a range of specialist and non-specialist audiences and in a range of formats, maximising the impacts from our learning on global policy, research and practice agendas.

Key relationships:

- The post-holder will report to the Global Director of Evidence, Advocacy & Campaigns.
- Line management of a small team.



- Work closely alongside Head of Evidence for Impact and providing technical input and project specific support to research and advocacy colleagues in her team.
- Liaison with senior staff and data focal points in country demonstration programmes.
- Liaison with other Groups, including Demonstration Programmes; Global Systems Change; People Finance & Operations; and Fundraising & Communications.
- Contract management of external data, research and evaluation service providers.
- Researchers, economists and policy makers specialising in child protection and child development in national governments, international bodies, NGOs, academia and think tanks.

Scope:

- Lumos has a dynamic approach to its work and flexibility will be required to take advantage of new opportunities and priorities.
- This role will require occasional international travel.

Person specification:

Essential skills and experience:

- Commitment to child rights and international development.
- Postgraduate degree or equivalent applied training in relevant discipline.
- Significant applied research experience.
- Advanced quantitative analysis skills with confidence in multivariate analysis and data science techniques.
- Experience designing and implementing monitoring and evaluation systems, ensuring effective user engagement at all stages of the process.
- Advanced research and evaluation study design skills, with the ability to adapt and apply rigorous scientific methods to fit diverse systems, contexts and populations.
- Technical skills in designing effective data collection strategies, including sampling frames, survey instruments and standardised measures.
- Strong qualitative research skills and experience undertaking primary qualitative data collection.
- Experience of fieldwork management, data management and quality assurance.
- Attention to detail, and ability to critically appraise evidence for accuracy and validity.
- Excellent written and verbal communication skills with experience conveying research findings effectively to policymakers and practitioners.
- Highly organised with the ability to plan effectively, balance competing priorities, meet challenging deadlines and be flexible to change.
- Strong leadership and management skills, with the ability to motivate and develop teams to deliver high quality and timely results.
- Excellent interpersonal and communication skills, and ability to collaborate and influence colleagues and stakeholders at all levels.
- Commitment to applying high standards in data protection and research ethics.
- Financial acumen and ability to manage budgets and projects.



Desirable:

- Knowledge and experience of economic evaluation and financial analysis.
- Experience translating research into advocacy and influencing plans.
- Experience of working with international NGOs.
- Experience working in the fields of human rights, child development and protection - knowledge and understanding of care transformation.
- Experience in research involving children.
- Experience in researching international financial flows.
- Knowledge of behaviour change and evaluation of communications campaigns.
- Fluency in a foreign language in addition to English.

Safeguarding Statement

Lumos recognises that the rights of safety and security are aligned with its core mission of ending institutionalisation. Effective and robust safeguarding sit at the heart of our mission and values, and accordingly, Lumos is committed to ensuring the safety and protection of children and vulnerable adults in all its work. We expect all staff, associates and volunteers to share this commitment. Lumos will carefully screen all applicants and any offers of employment are subject to appropriate employment and background checks, as well as suitable references from previous employers

Lumos is committed to ensuring the safety and protection of children and adults at risk in all of our work. All staff and associates must:

- Carry out all duties with an awareness and understanding of the Safeguarding requirements within the area of responsibility.
- Ensure work complies with all safeguarding policies and procedures that apply to the role.
- Ensure that their behaviours and actions support the safeguarding of children, young people and adults at risk as appropriate.

Additionally, the Head of Data & Research is expected to:

- Ensure organisational safeguarding strategies reflect statutory requirements and best practice.
- Ensure these are understood and implemented within the area of responsibility.
- Create a proactive and positive Safeguarding Culture.
- Ensure that the organisation meets its statutory Safeguarding requirements.
- Ensure that strategic risks are effectively managed

Equality, Diversity and Inclusion Statement

Lumos is wholly committed to equality, diversity and inclusion and against all forms of discrimination.

We are committed to creating and sustaining a positive working environment that encourages, supports and gives a voice to all, so that we can best support the children we serve. We must ensure that all



staff are equally valued, included, empowered and respected across the organisation and in everything we do.

Lumos is fundamentally built on diverse, multi-national and multi-cultural teams. This is something we cherish as a key strength and an integral part of our identity. Our organisation values and celebrates the diversity, culture and experience of each member of staff, provides equality of care, and support to everyone.

We pledge to listen carefully, to educate ourselves continually, to promote open dialogue, and to seek out and deal with discrimination and prejudice wherever it occurs in Lumos.