

Kent County Council

Job Description:

Research & Evaluation Officer – SESLIP Projects

Department	Chief Executive's Department
Unit/Section	Analytics
Grade	KR10
Responsible to	Research and Analytics Manager

Purpose of the Job:

This role is a temporary position to undertake two specific pieces of research for the South East Sector Led Improvement Programme (SESLIP). SESLIP is a membership group of all single/upper-tier local authorities in the Southeast that aims to:

- improve outcomes for children and young people across the South East
- establish a culture of honest and constructive dialogue and challenge within and between authorities
- demonstrate the capacity and capability of the sector to achieve a coherent and consistent self-improving system

KCC has received funding from SESLIP to carry out two pieces of research:

1. To understand the experiences, challenges and barriers Black and Global Majority social workers face, with a focus on recruitment and retention, with the aim of developing a self-assessment tool for local authorities (LAs)
2. To understand the blockers in developing consistent, high-quality management oversight of children's social work cases across SESLIP LAs. It is anticipated that the research will be used by the network to co-produce supervision templates.

As the Research & Evaluation Officer for the two SESLIP projects you will be responsible for devising and executing the two research projects outlined above. The postholder will be expected to design, supervise and complete research using a range of both quantitative and qualitative methodologies, synthesizing the results to ensure SESLIP have the robust evidence base that will allow them to make recommendations to local authorities within the membership group.

The postholder will be required to work with colleagues across KCC and partner organisations to provide the evidence base that SESLIP need to drive improvement in these two key areas and evaluate the impact of changes introduced as a result of the programme.

Main duties and responsibilities:

- Be the KCC lead for the two research projects outlined above. Take ownership over the collaborative process of agreeing the research and analytical specifications with SESLIP and be responsible for the scoping, design and delivery of the SESLIP projects.
- Employ a range of research methodologies and synthesize evidence from a range of sources. This will include existing research (both local and national), analysis of local data collected and held by partners within SESLIP and other relevant research conducted or commissioned by partner organisations – as well as the findings of the

primary research conducted for the projects. The role holder will use appropriate statistical techniques when analysing quantitative data.

- Co-design and implement a range of qualitative research approaches including surveys and focus groups to engage with members and colleagues of local authorities that are members of SESLIP. The role holder will ensure that a wide range of voices are heard, particularly those from the BGM community, that the research is carried out sensitively and that the participation of BGM (Black and Global Majority) staff is meaningful and influential.
- Collate the findings of the research into final reports with recommendations. This will be co-produced with relevant partners in SESLIP, and will include the development of supervision templates to inform best practice in quality assurance and a diagnostic self-assessment tool for local authorities to engage with BGM staff.
- Depending on funding for 2025-26, the Research & Evaluation Officer would complete similar activity and research 6-9 months later to understand the impact later of any solutions that are implemented. The officer will suggest new data collection methods and identify existing information which can be utilised as reference points to measure the impact of the new approaches.
- Adopt effective approaches to the dissemination of the findings of the research programme, primarily through SESLIP. Ensure that the findings reach all the relevant audiences and provide the high-level advice and support required to ensure that the findings are influential in local decision making.
- Work collaboratively with colleagues within the Analytics team to ensure that the research and analytical approaches are robust and comprehensive.
- The role holder will have high standards of research ethics with due regard to data protection and freedom of information.

Footnote: This job description is provided to assist the job holder to know what their main duties are. It may be amended from time to time without change to the level of responsibility appropriate to the grade of post.

Kent County Council
 Person Specification:
 Research & Evaluation Officer – SESLIP Projects

The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be shortlisted.

Applicants should describe in their application how they meet these criteria.

	CRITERIA
Qualifications	Relevant degree level study or equivalent professional experience
Experience	<p>Experience of working within a research environment, ideally with a record of managing multiple projects.</p> <p>Experience of working with clients to identify and establish research specifications</p> <p>Experience of designing and delivering mixed-method research projects</p> <p>Experience of research project management and ability to deliver outcomes within tight deadlines.</p>
Skills and Abilities	<p>Good presentational and communication skills with the ability to articulate highly complex concepts and ideas impartially to non-specialist audiences.</p> <p>Ability to positively engage stakeholders to help clarify understanding of information needs</p> <p>Experience of willingness to work in partnership, at a high-level, with other researchers, analysts, and other colleagues to provide relevant and high-quality contribution that influences decision making</p> <p>Ability to direct and undertake critical evaluation of data, research and other information with accuracy and perception, and can synthesise and use data from a variety of different sources appropriately</p> <p>Good technical know-how of research methods, including qualitative research methods, and how to design appropriate approaches.</p>
Knowledge	<p>Expert and extensive knowledge of different techniques to capture, analyse and evaluate both quantitative and qualitative data and information accurately</p> <p>Standards and ethics in research and evaluation, including Data Protection, Freedom of Information, and transparency</p> <p>Expert research methods knowledge and is able to identify when to use different research methods and approaches appropriately.</p>
KENT VALUES AND CULTURAL ATTRIBUTES	<p>Kent Values:</p> <ul style="list-style-type: none"> We are brave. We do the right thing, we accept and offer

challenge

- We are **curious** to innovate and improve
- We are **compassionate**, understanding and respectful to all
- We are **strong together** by sharing knowledge
- We are all **responsible** for the difference we make

Our values enable us to build a culture that is:

Flexible/agile - willing to take (calculated) risks and want people that are flexible and agile

Curious - constantly learning and evolving

Compassionate and Inclusive - compassionate, understanding and respectful to all

Working Together - building and delivering for the best interests of Kent

Empowering - Our people take accountability for their decisions and actions

Externally Focused - Residents, families and communities at the heart of decision making