

## SIA – for life after spinal injury

Dear Applicant

The Spinal Injuries Association (SIA) is the UK's leading charity supporting individuals who sustain damage to the spinal cord, often resulting in paralysis. We are a passionate organisation with a 40-year track record of developing to meet the changing needs of spinal cord injured people. Our charity strives to empower people to live a full and active life post-injury. We achieve this by supporting a person's physical, emotional and social needs through our life-long services.

Damaging your spinal cord is a life changing injury. The impact is monumental and affects every aspect of your life, as well as the lives of those closest to you.

The repercussions are not purely physical. In the early stages of rehabilitation many people feel isolated, unmotivated towards their rehabilitation, and are pessimistic about living with a disability. The future can seem a very bleak place and some of life's milestones, such as getting a job, having a family, or going on holiday, can seem unachievable.

Our **vision** is a fulfilled life for everyone affected by spinal cord injury.

Our **mission** is to support all those affected by spinal cord injury by advising, educating and campaigning on their behalf.

SIA has credibility and expertise on spinal cord injury, an extensive network of contacts across the health and social care sectors and support from a valuable range of individuals and corporate partners. We have the potential and the ambition to build further support and expand the reach and effectiveness of our services.

Data estimates that 2,500 people are injured or diagnosed with a spinal cord injury every year, with the total size of the UK spinal cord injured population now believed to be 50,000. This means that approximately every four hours someone sustains a life changing injury. These estimates form a key part of our communications and marketing and add even greater urgency to our campaigning work and service provision; as more people are now identified as spinal cord injured, the need for specialist care and support is even greater.

Based in our purpose-built headquarters in Milton Keynes (35-minute train journey from Euston), we offer free car parking and a warm welcome.

We hope that this role inspires you and look forward to receiving your application.

## APPLICATION PROCESS

Please complete all sections of the form below using black ink or type. The information you provide in your application will be the only material used in deciding whether or not you are shortlisted for interview, therefore please ensure you address all aspects of the person specification of the role you are applying for. CVs are not accepted and will not be considered. Where necessary continue your answers on a separate sheet of paper.

Please send the completed form to: [j.sims@spinal.co.uk](mailto:j.sims@spinal.co.uk) or by post to

Jen Sims HR and Volunteer Coordinator  
Spinal Injuries Association  
2 Truman Place  
Oldbrook  
Milton Keynes  
MK6 2HH

The deadline for applications is 5pm on Friday 27<sup>th</sup> September 2019

Interviews will be held in Milton Keynes on Wednesday 16<sup>th</sup> October

Please return your completed application form to [j.sims@spinal.co.uk](mailto:j.sims@spinal.co.uk) by the specified closing date.

# JOB DESCRIPTION & PERSON SPECIFICATION

Job Element	Detail
<b>Job Title</b>	Monitoring, Evaluation and Research Manager
<b>Reporting to</b>	Head of Services
<b>Department/Location</b>	Services Team/Milton Keynes
<p><b>Main Purpose</b></p> <p>As part of a dynamic team, to support the development of life changing services for SCI people through the use of accurate and insightful data and research. Responsible for upgrading our information management systems, the post holder will redesign and expand them to ensure that data, evidence and user experience are placed at the centre of our service development.</p> <p>Undertaking or commissioning research to support this evidence, the postholder will work across all SIA teams, including fundraising and campaigning, to deliver holistic, strategic development in line with the key strategic aims of the organisation.</p>	
<p><b>Duties &amp; Responsibilities</b></p> <ul style="list-style-type: none"> <li>• Develop and implement a monitoring and evaluation framework for SIA’s Services that ensures the key aspects of their work, including service user insight, is captured and collated centrally.</li> <li>• Work with SIA teams to establish, and then periodically review, clearly defined and measurable outcomes for their services.</li> <li>• Work with SIA teams to establish, and then periodically review, systems for capturing data that allows progress against the agreed outcomes to be measured.</li> <li>• Set the standard of data capture required and ensure that the teams are capturing this and are consistently meeting agreed data quality standards.</li> <li>• Undertake qualitative and quantitative research that provides information in addition to that captured by SIA teams, as required.</li> <li>• Design research instruments and tools for this research and oversee the data collection and analysis of this data.</li> <li>• Take responsibility for commissioning research and evaluation work from third parties when required, managing relationships with such organisations or academic departments to ensure that the work meets a set of pre-agreed objectives.</li> <li>• Analyse the data generated by monitoring and evaluation processes and present management information that measures performance against agreed outcomes and targets.</li> <li>• Prepare reports from data analysis that will help inform future development of SIA service models</li> </ul>	

Spinal Injuries Association, SIA House, 2 Trueman Place, Oldbrook, Milton Keynes, MK6 2HH  
01908 604191 [www.spinal.co.uk](http://www.spinal.co.uk)

and methodology and help inform wider service development activities.

- Produce data and analysis on the impact of the work of SIA services to be included in the organisation's Annual Report and that is suitable for a variety of internal and external audiences.
- Generate data in a format agreed with the Fundraising team for reports to donors or supporters, or in the production of funding applications and bids.
- Assist in the devising and compilation of questionnaires, market research, case studies, edited filmed materials and surveys.
- Maximise the usage of information and data collected from research undertaken on the SIA website and/or social media platforms through liaison with the Communications & Marketing and Public Affairs teams.
- Work with the Communications & Marketing and Public Affairs teams to develop engaging information graphics that represent research, evaluation, monitoring and statistical information when required.
- Edit and disseminate research and case studies amongst the wider SIA staff team so that these may be incorporated into relevant aspects of their work as and when appropriate.
- Periodically, and in liaison with the Finance team, assess and audit the information management needs of SIA services with emphasis on soliciting the information, reporting, monitoring, evaluation and research needs.

#### **Reporting & Line Management**

- Report to the Head of Services on all aspects of the post, engaging in line management supervision and annual performance appraisal when required.
- Attend appropriate internal and external meetings and events as required.
- Undertake relevant statutory and personal development training necessary to the achievement of agreed targets.
- Share information with colleagues within own team and across departments to ensure an accurate and coordinated approach to all SIA stakeholders.
- Work in a flexible way when the occasion arises so that tasks not specifically covered in the job description are undertaken.

#### **Salary, Hours & Benefits**

- Salary: £30,000 - £32,000 per annum depending on experience
- Hours: 37.5 per week
- 25 days leave per annum plus paid Bank Holidays.
- Access to Group Pension scheme (6% employer contribution)
- Access to Group Life Assurance scheme on commencement of employment
- Free car parking

Person Specification	Details	
<b>Job Title:</b>	Monitoring, Evaluation & Research Manager	
Knowledge & Experience	Essential	Desirable
Demonstrable experience of both qualitative and quantitative social research techniques in a work environment.	X	
Excellent and proven research and analysis skills.	X	
Experience of commissioning research from third parties to meet agreed objectives	X	
Experience of developing appropriate methodologies for undertaking research	X	
Experience of leading on the production of research proposals	X	
Proven IT skills, with experience of developing, maintaining and manipulating databases and using other analytical tools for research purposes.	X	
Good knowledge of the charity sector		X
Skills		
Highly developed analytical skills, with the ability to apply creative solutions to complex problems.	X	
Ability to create effective and efficient systems for gathering and analysing data.	X	
Effective communications skills, proven both in writing and verbally	X	
Excellent organisational capabilities and is able to prioritise own workload	X	
Is highly motivated, flexible and able to work as part of a team	X	
Ability to manage relationships with third parties in order to meet objectives on research projects	X	
Ability to work collaboratively, while taking a leadership role.	X	
Excellent interpersonal skills	X	
General		

Masters level or equivalent relevant experience in social research techniques.		<b>X</b>
Commitment to the third sector role in service delivery as a transformational force	<b>X</b>	
Proactive and a doer. A successful and effective negotiator and facilitator with a flexible style and approach to different people and partners	<b>X</b>	
The highest standards of personal conduct, probity, credibility, honesty and integrity that engage and inspire trust and confidence.	<b>X</b>	

# APPLICATION FOR EMPLOYMENT

For which post are you applying?

How did you learn of this vacancy?

<b>Forename(s):</b>	<b>Last Name:</b>
<b>Address:</b>	
<b>Home No:</b>	<b>Work No:</b>
<b>Mobile No:</b>	<b>Email:</b>
<b>Name and address of present or most recent employer:</b>	
<b>Telephone no:</b>	
<b>Current post title:</b>	
<b>Brief description of duties:</b>	
<b>Current pay:</b>	
<b>Period of notice required by employer:</b>	

## REFERENCES

Please give names and address of two referees, one of whom should be your current or most recent employer.

Employer	Employer/personal
Name:	Name:
Job Title:	Job Title:
Company:	Company:
Address:	Address:
Telephone No.	Telephone No.
Email:	Email:

Should referees be approached prior to interview?	Yes		No	
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## EDUCATION

General Education Qualification	Level	Grade

Further Education/Professional Qualification	Level	Grade



## EMPLOYMENT HISTORY

Name and address of employer (most recent first)	From	To	Position and Key Achievements	Reason for Leaving

## PERSONAL DEVELOPMENT

Please state any courses, membership, voluntary work or public service/duties you consider relevant, with outcomes where applicable.

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Are you to your knowledge, related to any executive member or employee of the Spinal Injuries Association? If so, please give details.

## SUPPORTING STATEMENT

*This is an opportunity to draw attention to aspects of your career, training courses attended, interests, ambitions, etc., which make you suitable for the post. Please also state why you are interested in applying for this post and make particular reference to the Job Description and Person Specification. Use additional sheets if necessary.*

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### SIGNATURE

*The information given in this application is, to the best of my knowledge, true and accurate. I understand that any false declarations may lead to the withdrawal of a job offer or termination of employment.*

Signature of applicant

Date

## ELIGIBILITY TO WORK IN THE UK

The law on preventing illegal working is set out in sections 15 to 25 of the Immigration, Asylum and Nationality Act 2006 (the 2006 Act), section 24B of the Immigration Act 1971, and Schedule 6 of the Immigration Act 2016. The legislation requires employers to verify that any person selected for employment is eligible to work in the United Kingdom.

The Spinal Injuries Association is required to see and take a copy of appropriate documents **before** employment commences. To enable us to comply with this legislation, please complete this form and return with your application. You will be asked to provide evidence of your eligibility to work in the UK (as per the attached lists) should you be made an offer of employment.

This document will form part of your Application for Employment and will be held and processed in accordance with the Data Protection Act 2018.

Name:	Position applied for:
<p>Nationals from European Economic Area (EEA) countries, and Switzerland, can enter and work in the UK without any restrictions. The following countries are part of the EEA:</p> <p>Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Iceland, Ireland, Italy, Latvia, Liechtenstein, Lithuania, Luxembourg, Malta, Netherlands, Norway, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden, United Kingdom</p>	
Are you a national of one of the above countries?	Yes/No
If YES, which country?	
If NO, which country are you a national of?	
Do you require a work permit in order to work in the UK?	Yes/No
If NO, state why not	
Do you currently have a work permit to work in the UK?	Yes/No
If YES, please provide work permit reference number (if known) and expiry date	
Do you have a National Insurance Number? If YES, please provide it	
Signature:	Date:

## Documents which are acceptable as evidence of eligibility to work in the UK

You will be asked to produce one or more of the following documents if offered employment.

**LIST A** - acceptable documents to establish a continuous statutory excuse. If a prospective or existing employee produces a List A document (or one of the combinations of documents specified), they are eligible to work in the UK for an indefinite period.

<p><b>1.</b> A passport showing the holder, or a person named in the passport as the child of the holder, is a British citizen or a citizen of the UK and Colonies having the right of abode in the UK.</p>
<p><b>2.</b> A passport or national identity card showing the holder, or a person named in the passport as the child of the holder, is a national of a European Economic Area country or Switzerland</p>
<p><b>3.</b> A Registration Certificate or Document Certifying Permanent Residence issued by the Home Office to a national of a European Economic Area country or Switzerland.</p>
<p><b>4.</b> A Permanent Residence Card issued by the Home Office to the family member of a national of a European Economic Area country or Switzerland.</p>
<p><b>5.</b> A current Biometric Immigration Document (Biometric Residence Permit) issued by the Home Office to the holder indicating that the person named is allowed to stay indefinitely in the UK, or has no time limit on their stay in the UK.</p>
<p><b>6.</b> A current passport endorsed to show that the holder is exempt from immigration control, is allowed to stay indefinitely in the UK, has the right of abode in the UK, or has no time limit on their stay in the UK.</p>
<p><b>7.</b> A current Immigration Status Document issued by the Home Office to the holder with an endorsement indicating that the named person is allowed to stay indefinitely in the UK or has no time limit on their stay in the UK, together with an official document giving the person's permanent National Insurance number and their name issued by a Government agency or a previous employer*.</p>
<p><b>8.</b> A birth or adoption certificate issued in the UK, together with an official document giving the person's permanent National Insurance number and their name issued by a Government agency or a previous employer**.</p>
<p><b>9.</b> A birth (short or long) or adoption certificate issued in the Channel Islands, the Isle of Man or Ireland, together with an official document giving the person's permanent National Insurance number and their name issued by a Government agency or a previous employer*</p>
<p><b>10.</b> A certificate of registration or naturalisation as a British citizen, together with an official document giving the person's permanent National Insurance number and their name issued by a Government agency or a previous employer*.</p>

\*An official document can include for example a HM Revenue and Customs letter, Jobcentre Plus letter, P45, P60 or National Insurance number card but not a payslip

**List B** documents demonstrate that the person has been granted leave to enter or remain in the UK for a limited period of time. If an individual provides documents from List B, the Spinal Injuries Association is required to carry out specified document checks before the employment of the individual begins and then carry out follow up checks of the same kind at relevant future points.

**Group 1 – Documents where a time-limited statutory excuse lasts until the expiry date of leave**

1. A current passport endorsed to show that the holder is allowed to stay in the UK and is currently allowed to do the type of work in question.
2. A current Biometric Immigration Document (Biometric Residence Permit) issued by the Home Office to the holder which indicates that the named person can currently stay in the UK and is allowed to do the work in question.
3. A current Residence Card (including an Accession Residence Card or a Derivative Residence Card) issued by the Home Office to a non-European Economic Area national who is a family member of a national of a European Economic Area country or Switzerland or who has a derivative right of residence.
4. A current Immigration Status Document containing a photograph issued by the Home Office to the holder with a valid endorsement indicating that the named person may stay in the UK, and is allowed to do the type of work in question, together with an official document giving the person's permanent National Insurance number and their name issued by a Government agency or a previous employer*.

\* An official document can include for example a HM Revenue and Customs letter, Jobcentre Plus letter, P45, P60 or National Insurance number card but not a payslip

**Group 2 – Documents where a time-limited statutory excuse lasts for 6 months**

1. A Certificate of Application issued by the Home Office under regulation 18(3) or 20(2) of the Immigration (European Economic Area) Regulations 2006, to a family member of a national of a European Economic Area country or Switzerland stating that the holder is permitted to take employment which is less than 6 months old together with a Positive Verification Notice** from the Home Office Employer Checking Service.
2. An Application Registration Card issued by the Home Office stating that the holder is permitted to take the employment in question, together with a Positive Verification Notice from the Home Office Employer Checking Service.
3. A Positive Verification Notice issued by the Home Office Employer Checking Service to the employer or prospective employer, which indicates that the named person may stay in the UK and is permitted to do the work in question.

\*\*A positive verification notice is official correspondence from the Home Office employer checking service which confirms that a named person has permission to undertake the work in question

# EQUALITY & DIVERSITY MONITORING

**This section of the application form will be detached from your application form and used for monitoring purposes only.** The Spinal Injuries Association is fully committed to the promotion of equality and diversity within our organisation. We would be grateful if you would help us to review our process of staff recruitment by completing this questionnaire. Completion is entirely voluntary and the information provided in this section will not be used as part of the recruitment process.

Age			
16-24		45-54	
25-34		55-64	
35-44		Over 65	
Prefer not to say			

Gender Identity (if appropriate)			
If you identify as transsexual, transgender (in that you have effected a permanent change of gender identity) or as intersex which group do you identify with?			
Transsexual		Transgender	
		Intersex	

Gender			
Female		Male	
		Prefer not to say	

I would describe my ethnic origin as:					
Asian or Asian British		Black or Black British		Mixed	
Bangladeshi		African		White & Asian	
Indian		Caribbean		White & Black African	
Pakistani		Other Black background		White & Black Caribbean	
Other Asian background				Other mixed background	
White			Other Ethnic Group		
British		Scottish		Chinese	
English		Welsh		Any other ethnic group	
Irish		Other White background			
Prefer not to say					

Please choose the option that best describes your sexuality			
Gay Woman/Lesbian		Gay Man/Homosexual	
		Bisexual	
Straight/Heterosexual		Prefer not to say	

Please indicate your religion or belief			
Baha'i		Hindu	
		Muslim	
Buddhist		Jain	
		Sikh	
Christian		Jewish	
		Other	
Prefer not to say			

Do you consider yourself to have a disability under the Equality Act 2010? In the Act, a person has a disability if they have a physical or mental impairment and the impairment has a substantial and long-term adverse effect on their ability to perform normal day-to-day activities.			
Yes		No	
		Prefer not to say	