



Director of Evidence and Insight



Welcome

We are delighted that you are interested in joining the Federation for Industry Sector Skills and Standards (FISSS). Our members are groups of employers who collaborate on skills in their sectors. They are vital contributors to the development of a skilled and resilient workforce equipped to cope with the significant changes to the structure of economy now and in the future. This is a particularly important and exciting time for the Federation as members have asked us to become more active in advocating for the value of their work and supporting their engagement with government on making the skills system work for all – now and in the future. We approach our work with a renewed sense of purpose and a refreshed strategy.



As our new Director of Evidence and Insight – a newly shaped role on our leadership team – you will play a pioneering role, setting up our research and evidence capability and spearheading an ambitious research programme that underpins our policy and influencing activity and positions FISSS as the authoritative employer voice on the labour market. You will collaborate with others already undertaking research in this area and exploit data and evidence to drive change and shift thinking across Government, partner agencies and opinion-formers.

This appointment requires a background in labour economics and a recognised profile in the field. You will bring deep experience of research and evaluation management, along with a successful track record of working with key influencers at the highest levels of public and commercial life. You will have a genuine interest in the role of employers in developing the skills needed in our future economy, and a desire to realise the Federation's potential to play a bigger part in influencing the skills system to equip industry for the future.

In a world that is changing at pace, FISSS has a fundamental role to play in ensuring both industry and government recognise and understand the skills they require now and in the future. We hope that the opportunity to shape and influence how we do this appeals to you, and that you will consider applying.

Julie Mellor

Dame Julie Mellor
Chair of the Board



About the Federation

Our members are groups of employers who collaborate on skills in their sectors. They are vital contributors to the development of a skilled and resilient workforce equipped to cope with the significant changes to the structure of economy now and in the future.

Our new mission is to make it easier for members to contribute to:

A UK workforce which:

- Is resilient – an adaptable workforce, able to meet current and future skill needs particularly in sectors vital to our economy
- Contributes to UK productivity improvements, and where
- Everyone can improve their skills at all stages in their lives

A UK skills system that is considered by government, employers and workers to be effective and efficient:

- Straightforward to understand and operate
- Flexible to the needs of different sectors
- Adaptable as skill needs change
- Producing the right number of people with the right skills at the right pace to meet labour market needs

The Federation will do this by:

- Research and insight on the labour market, skills system, and member impact to enable members and government to consider the efficacy of the skills system and its parts
- Services to members and financial sustainability through membership fees, apprenticeship certification revenue and commercial services
- Value for money for members through continuous focus on skills, systems, processes, financial management and governance that make us fit for purpose.

You can find out more about the Federation by visiting www.fiss.org

Role Profile

Role title Director of Evidence and Insight

Accountable to Chief Executive

Role purpose To develop the capability within FISSS that positions it as an authoritative and influential voice on the current and future labour market; act as a source of evidence and insight on the labour market, the operation of the skills system and the beneficial contribution of sector-based employer collaborations on skills; to ensure that data, evidence and insight is deployed in a way that creates influence and leverage on behalf of FISSS members.

Key Responsibilities of the role

- To lead the development of high-quality plans that support FISSS' strategic aims with a particular responsibility and focus on these key priority goals:
 - Developing and delivering a coordinated policy and research programme that supports FISSS to grow its influence and visibility.
 - Collaborating with others already undertaking research in this area, including think tanks and academic researchers, and disseminating evidence to drive change and shift thinking across Government, partner agencies and opinion-formers.
 - Actively engaging with, and listening to, members to identify and articulate the policy implications of labour market foresight.
 - Ensuring strategically relevant, high-quality written outputs for various audiences including policy briefings, blogs and other outputs.
- To develop the skills, disciplines and capability within FISSS that positions it as an authoritative and influential voice on the current and future labour market.
- To develop and maintain a contact infrastructure within government, business and other organisations interested in skills development and economic policy to assure them that FISSS and the network can provide solutions.
- To develop relationships with funders and new funding sources to support FISSS' policy and research work.
- To manage the delivery of the Budget related to the Business Plan.
- To establish a results-oriented culture which encourages quality in insight, engagement and influence from policy and research activity.

Person Specification

In your application for this appointment, please reply directly to the Knowledge and Experience criteria outlined below. The criteria set out under Skills and Leadership Style will be explored at interview with selected candidates.

Knowledge and Experience

- Recognised profile in the field of labour economics, supported by a thorough understanding of research and evaluation in the field.
- Deep experience of using insight and analysis to influence and shape policy in a skills related field, ideally labour economics, with direct experience of evidence gathering and dissemination.
- Strong understanding of central and devolved decision making with a clear track record of using evidence to leverage change.
- Outstanding track record of securing the confidence of leaders in political, business and other environments quickly.
- Experience of managing and developing teams and of delivering projects on time and to budget.

Skills and Leadership Style

- Confident and influential communicator: builds confidence quickly and is skilled at persuading and influencing.
- Intellectually curious and insightful with excellent analytical and writing skills.
- Able to take complex strategic themes and pick aspects which can be exploited for change.
- Able to create FISSS research, evidence and insight infrastructure and capability.
- Passionate about contributing to the development of a skilled, resilient workforce for business and the UK economy.

Terms of Appointment

Salary	This role attracts a competitive package. Starting salary will be dependent on experience.
Location	This post will predominantly be based in London with some travel to the devolved nations.
Pension	Access to personal pension scheme with employer contributions of 8% and employee contributions of 5%.
Annual leave	25 days annual leave.
Life assurance	Four times salary.
Private medical	Available (subject to P11D taxation).

How to Apply

We hope you will consider making an application. If you have questions about the appointment and would find it helpful to have an informal conversation, please contact Katy.Giddens@starfishsearch.com and we will be happy to arrange a call.

To make an application, please provide by email to katy.giddens@starfishsearch.com

- Your CV (no more than three sides)
- A supporting statement that sets out why you think this role is the right move for you and how you meet the Knowledge and Experience criteria.
- We would be grateful if you would also tell us your current salary details.

We would also be grateful if you would also complete the Equality and Diversity monitoring form provided. This form is for monitoring purposes only and is not treated as part of your application; you can email the form back to us when you apply and our team will collect it.

Closing date Monday 30th September 2019

First round interviews (London) w\c 7th – 14th October

Agreement of the final shortlist w\c 21st October

References taken up for shortlisted candidates and a chance to meet stakeholders Late October

Final interviews Early November