KANTAR PUBLIC

**Global Head of Policy &
Programme Evaluation**

Starfish

Welcome

Thank you for your interest in becoming our Global Head of Policy & Programme Evaluation at Kantar Public.

We are a leading evidence and advisory business for governments, multilateral organisations, and the private sector. With our roots in the world's oldest and best-known social research businesses, we have been partnering with clients across the globe to answer the next generation of public policy challenges for almost ninety years. Today, we work at the intersection of data, technology, and human understanding. Our specialist teams create the evidence required for decision making, and we advise clients in areas that include national statistics and longitudinal programmes, public policy design and evaluation, ground-breaking behaviour change programmes, and public opinion trends.

We are currently seeking to appoint a Global Leader for our Policy and Programme Evaluation work. Reporting to our Global CEO, you will provide global leadership to our policy and programme evaluation regional teams around the globe who are delivering policy advice for national governments, the European Commission, and a wide portfolio of international governmental organisations and development funders. You will be responsible for continuing to build the quality of our consulting programme, our delivery to clients, and our ongoing programme of innovation. You will be recognised in your field as a sector expert and will have demonstrable commercial and people leadership skills and an outstanding reputation with clients, to whom you will want to contribute personally. You will be comfortable working in a highly collaborative, global matrix organisation.

As a member of our Board, you will establish yourself as a compelling thought leader and be a trusted and collaborative influence in determining our future priorities. You will work closely with the wider Board to deliver the next phases of commercial growth internationally and will support the development of new ways of assessment, research and evaluation that enable us to address social problems around the world.

We go beyond the obvious, using intelligence, passion and creativity to inspire new thinking and support the quality of the public realm. This is a significant opportunity for the right person to join our organisation at a time of rapid growth and development. How we work is as important as what we do: we are looking for colleagues who will role model our values and behaviours.

This is a global role and we can consider base location from any of our major hubs, in Europe, America, Asia or Australia.

If you believe you have the skills, experience and qualities we are looking for, we very much look forward to hearing from you.

About Kantar Public

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We pioneer technologies that support new ways to reach and connect with citizens, often in challenging and hard-to-reach environments. We speak with hundreds of thousands of citizens every year on behalf of clients who trust us to define the gold standard of data integrity.
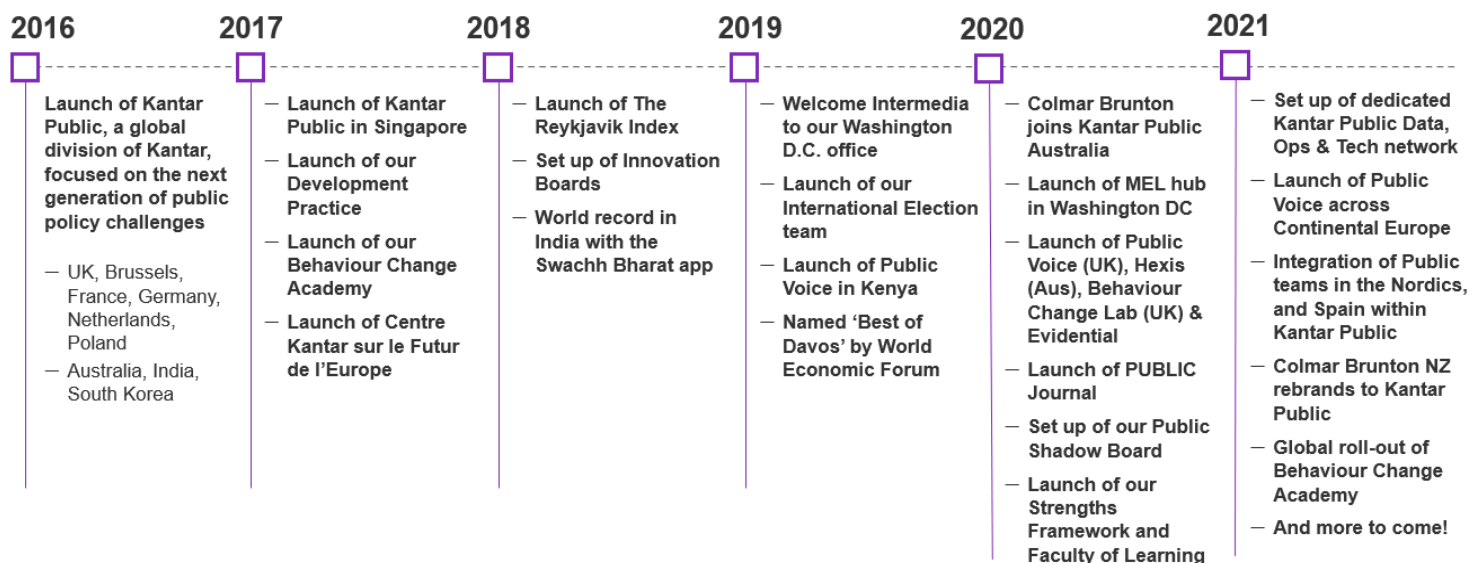
We use our unique data ecosystem to provide the first evidence that enables governments to respond quickly at times of crisis. In the everyday, we continuously invest in our expertise in behavioural science and social change to tackle the world's most pressing social, environmental, and economic challenges.

From advising governments on gender equality in the workplace, to providing the measure of national inflation, transforming the citizen experience of public services, or improving access to education in lower income countries – our consultants work across the breadth of public policy to build the quality of the public realm.

Visit www.kantarpublic.com for more information.

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With our roots in the world's oldest and best-known social research businesses, Kantar Public was created in 2016 to partner with clients on the next generation of public policy challenges.

2016

Launch of Kantar Public, a global division of Kantar, focused on the next generation of public policy challenges

— UK, Brussels, France, Germany, Netherlands, Poland
— Australia, India, South Korea

2017

— Launch of Kantar Public in Singapore
— Launch of our Development Practice
— Launch of our Behaviour Change Academy
— Launch of Centre Kantar sur le Futur de l'Europe

2018

— Launch of The Reykjavik Index
— Set up of Innovation Boards
— World record in India with the Swachh Bharat app

2019

— Welcome Intermedia to our Washington D.C. office
— Launch of our International Election team
— Launch of Public Voice in Kenya
— Named 'Best of Davos' by World Economic Forum

2020

— Colmar Brunton joins Kantar Public Australia
— Launch of MEL hub in Washington DC
— Launch of Public Voice (UK), Hexis (Aus), Behaviour Change Lab (UK) & Evidential
— Launch of PUBLIC Journal
— Set up of our Public Shadow Board
— Launch of our Strengths Framework and Faculty of Learning

2021

— Set up of dedicated Kantar Public Data, Ops & Tech network
— Launch of Public Voice across Continental Europe
— Integration of Public teams in the Nordics, and Spain within Kantar Public
— Colmar Brunton NZ rebrands to Kantar Public
— Global roll-out of Behaviour Change Academy
— And more to come!

Global best practice delivered locally

We are the largest organisation of our kind in the world, outside of the US government market

Our 29 fully staffed permanent offices include:

- Brussels, Belgium
- Copenhagen, Denmark
- Espoo, Finland
- Paris, France
- Berlin, Germany
- Munich, Germany
- Amsterdam, Netherlands
- Oslo, Norway
- Warsaw, Poland
- Madrid, Spain
- Stockholm, Sweden
- London, UK

- Washington DC, USA (Development Practice)
- Accra, Ghana
- Nairobi, Kenya
- Abuja, Nigeria
- Lagos, Nigeria
- Dakar, Senegal

- Adelaide, Australia
- Brisbane, Australia
- Canberra, Australia
- Melbourne, Australia
- Perth, Australia
- Sydney, Australia
- Delhi, India
- Singapore
- Seoul, South Korea
- Auckland, New Zealand
- Wellington, New Zealand

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Role title
Global Head of Policy & Programme Evaluation

Reports to
Global Chief Executive Officer

Role mission
Our strategy is "global best practice, delivered locally". The mission of this role is to take our global best practice to the next level, ensuring that across the public policy lifecycle we are connecting between client needs, strategy and outcomes.

Key outcomes
- Successful implementation and delivery of the strategic plan.
- Deliver strategic impact and growth with clients.
- Expand and build our strong reputation in market for expertise and innovation.
- Build and develop a best-in-class program evaluation function to achieve strategic objectives.
- As part of the Board, support and collaborate to deliver on growth strategy overachieve on revenue targets.

Key responsibilities of the role
- Develop and implement the growth plan for the Policy and Programme Evaluation function to grow the offer internationally.
- Coordinate, scale and drive innovation to build market leading programme evaluation offers across country and international markets, balancing international ambition and local country requirements.
- Lead, build and develop a best-in-class programme evaluation team.
- Fortify our position as a key evaluation partner with existing clients, ensuring high levels of client satisfaction.
- Identify, evaluate, access and build new market opportunities to expand reach.
- Provide effective management of the evaluation infrastructure ecosystem.
- In close partnership with the Kantar Public CEO, Chief Data Officer, Regional CEOs and Offer leads, develop and implement the Insights go-to-market strategy, which will ensure we meet ambitious growth objectives across our international markets.

Knowledge and Experience

- An established commercially-minded leader with a strong and successful track record of supporting the delivery of commercial growth across international markets in organisations of comparable size or complexity.
- Successful track record of business partnering, ideally gained in the context of another complex and fast moving 'matrix' business.
- Proven experience of delivering multi-market programme evaluation.
- Experience of working to solve public policy challenges with respect to Government and Third Sector organisations.

Skills and Abilities

- Exceptional client advisory leadership skills with a clear ability to showcase solutions, persuade and influence, and build leverage, relationships and reputation.
- Outstanding communication, interpersonal and representational skills; able to secure trust and confidence quickly and maintains positive and high value alliances.
- Able to translate and simplify to ensure understanding and buy-in from respective stakeholder groups.
- Sharp strategic planning skills.

Leadership Style and Personal Attributes

- A simplifier with a strong solutions-orientation and deep desire to help solve public policy challenges with Government and Third Sector organisations.
- A passionate people leader who leads with purpose to develop and build a best-in-class team across a dispersed organisational structure and international markets.
- Demonstrates and cultivates a growth mindset.
- Sound judgement; culturally sensitive; driven, energetic and resilient.

Salary
This posts attracts a competitive package.

Contract
This is a permanent full-time appointment.

Annual leave
Competitive.

Pension arrangements
Competitive.

Flexible and remote working
We are open to flexible and remote working but with an expectation of spending regular time with our people (at least 40% of your time in the role).
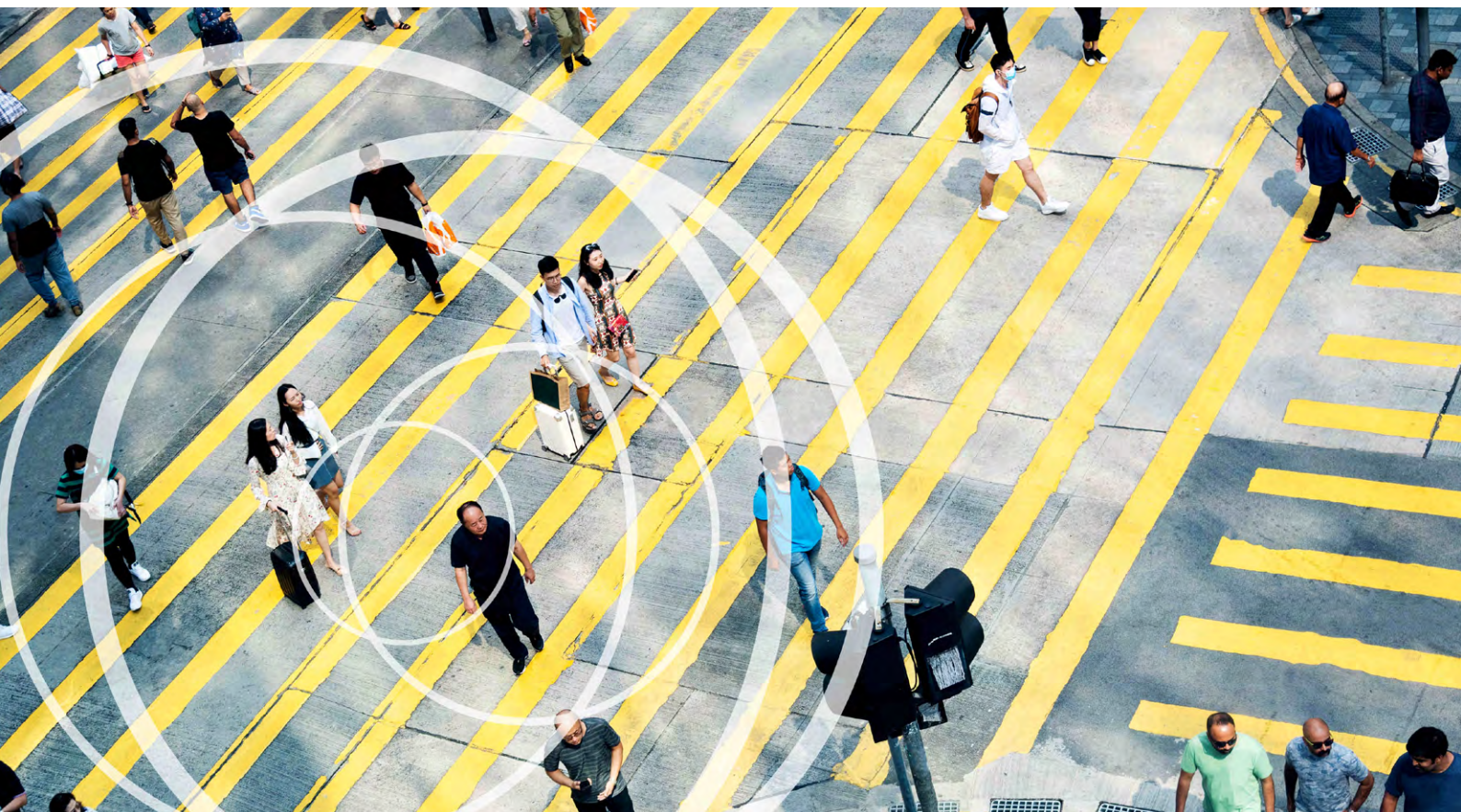
Other benefits
Competitive overall package.

Location
This is a global role and we can consider base location from any of our major hubs, in Europe, America, Asia and Australia.

Inclusion and Diversity
We want to create an equality of opportunity in a fair and supportive working environment where people feel included, accepted and are allowed to flourish in a space where their mental health and wellbeing is taken into consideration. We want to create a more diverse community to expand our talent pool, be locally representative, drive diversity of thinking and better commercial outcomes.

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How to Apply and Recruitment Timetable

To make an application, please go to **https://starfishsearch.com/jobs/kantar-head-policy-programme-evaluation/**
and click on the apply now button, with the following prepared:

- your CV (no more than three sides)
- a covering letter that sets out why you think this role is a great match to your knowledge and experience.

We would also be grateful if you would also complete the Equality and Diversity monitoring form on the online application process. This form is for monitoring purposes only and is not treated as part of your application.

Closing date is Monday 25th October 2021

Initial discussions with Starfish Search will take place in w/c 25th October 2021

Informal meetings with Kantar Public Global CEO Dr Michelle Harrison for selected candidates will take place in early November 2021

Final interviews with Kantar Public Board Members will take place in mid to late November 2021