

TD1 Youth Hub

Job Description

Impact & Learning Specialist

Responsible to:	Chief Executive
Hours of Duty:	17.5 hours per week
Location:	TD1 Youth Hub (hybrid home/office based)
Rate of Pay:	£32,760 per year – (£16,380 pro rata)
Contract:	Fixed Term – 1 year
Purpose of Job:	This will strengthen how TD1 Youth Hub understands, measures, and communicates the difference our work makes. The post-holder will lead on evaluating our services, embedding learning across the team, and amplifying young people's voices in how we assess and improve what we do. This is a new and exciting role funded by the National Lottery Community Fund for someone who is passionate about using data, stories and feedback to drive meaningful, youth-led change.

About TD1 Youth Hub

TD1 Youth Hub is an award winning youth work charity based in Galashiels in the Scottish Borders, working with over 300 young people aged 10 to 26-year-old each year we provide safe spaces, opportunities and support to young people to realise their potential.

Key Tasks and Responsibilities

Maximise the Use of Teckle (Database System)

- Lead on embedding TD1's bespoke database system, **Teckle**, into day-to-day practice across all projects.
- Support staff to effectively input, manage, and interpret data to reflect the **individual journeys of young people** rather than just attendance or sessional data.
- Ensure consistent, meaningful use of the system that aligns with TD1's values and youth work principles.

Data-Driven Service Improvement

- Collect, analyse, and present data to assess the **effectiveness of services, interventions, and programmes**.
- Identify emerging trends, successes, and challenges to inform **strategic and operational decisions**.
- Work closely with project leads to ensure services are **responsive and flexible** to the evolving needs of young people.

Embedding Youth Voice in Monitoring & Evaluation

- Develop and implement creative tools to ensure **young people's voices are central** in how TD1 evaluates and adapts its work.
- Facilitate opportunities for **youth participation in feedback, evaluation, and service design**.
- Capture and share stories of change that reflect lived experiences, supporting authentic youth-led evidence.

Strengthen Organisational Learning

- Promote a culture of **reflection, learning, and continuous improvement** across the organisation.
- Highlight opportunities for staff development and learning based on data insights and service outcomes.
- Support team members to use data confidently in planning, delivery, and evaluation.

Demonstrating Impact & Supporting Sustainability

- Produce accessible, insightful reports and visuals that clearly **demonstrate TD1's impact** to funders, trustees, and stakeholders.
- Contribute to **funding applications and reporting**, using data to evidence outcomes and build confidence in TD1's capacity.
- Share learning and best practice within the sector, supporting wider **growth and collaboration in the Scottish Borders Youth Work Partnership**.

Person Specification

Essential

- Experience in monitoring, evaluation, research, or learning—ideally in the voluntary or youth sector.
- Strong skills in data collection, analysis, and reporting (both qualitative and quantitative).
- Excellent IT skills
- Excellent communication skills, able to make complex findings accessible and engaging.
- Commitment to youth participation and a rights-based approach.
- Self-motivated, organised, and able to manage multiple priorities.
- PVG

Desirable

- Experience working directly with young people and/or in youth work environments.
- Knowledge of relevant impact frameworks
- Understanding of the Scottish Borders context or rural youth work.
- Creative approach to using digital tools and media in evaluation and storytelling.

What We Offer

- A supportive, values-driven team environment
- Flexible working hours and hybrid working options
- Contributory Employer Pension
- Training and development opportunities
- The chance to shape a new role and contribute to meaningful change in young people's lives