



include  
**YOUTH**

# **STRIVE MONITORING AND EVALUATION OFFICER (PART-TIME)**





# A MESSAGE FROM INCLUDE YOUTH

## DEAR APPLICANT,

Include Youth is seeking a part time Monitoring and Evaluation Officer who will play a crucial role in ensuring the effective implementation and progress tracking of it's Strive programme which is based in Lifford and outreach areas

Strive is a cross-border, cross-community, good relations programme for young people aged 14 to 24 led by Include Youth in partnership with Youth Initiatives, Newstart Education Centre, Northern Ireland Alternatives and Lifford Clonleigh Resource Centre. .

Details on how to apply for this post are on page 15 of this recruitment pack. The closing date for all submissions is 12 noon on Friday 4<sup>th</sup> July 2025.

**Yours sincerely**

*Niall Blee*

**Niall Blee**  
**Regional Director**



**PEACEPLUS**  
Northern Ireland - Ireland

Co-funded by the



European Union



UK Government

## Who We Are

Include Youth is a rights-based charity for children and young people in or leaving care, from disadvantaged communities or whose rights are not being met.

We work to improve employability, personal and social development enhancing inclusion, integration and good relations.

Include Youth influences public policy led by the voice of children and young people, evidence based practice and international children's rights standards.



## Our Approach

Adopting a youth work based approach, we work alongside young people in order to provide life changing opportunities.

We provide a tailored wrap around service that helps young people gain qualifications, employability skills, develop self-confidence and a better understanding of cultural diversity and inclusion.







# Our **Vision**

*Include Youth's vision is of a society that realises and fulfils the rights and potential of all children and young people.*

# Our **Values**



## Equality

We focus on driving equality amongst young people and in wider society, ensuring all young people have access to opportunities to improve their lives



## Inclusion

We believe in an inclusive society, where regardless of background, everyone should have a voice. Include Youth involve and advocate for young people from all communities, creating a truly inclusive environment throughout Northern Ireland and across the border.



## Opportunity

Through our work we ensure that young people are provided with opportunity to excel and thrive. By facilitating accessible programmes, we can drive opportunities for the most disadvantaged in society and create opportunity for all.



## Integrity

We work in a respectful, helpful and transparent manner with our young people so we can advocate for them and achieve the best outcomes.

# Our Services



Give and Take

**Give and Take** is a regional youth work intervention project to support care experienced young people aged 16 to 24 years old. It offers individually tailored programmes with core themes being; supported work experience, personal development, OCN qualifications, mentoring and transitional support. We have recently expanded Give and Take into Cavan/Monaghan and Tallaght.

**Give and Take One to One** is a programme that supports young people who are at risk of or have experienced Child Sexual Exploitation. It builds on protective factors and helps to improve their health and wellbeing in a supportive way



One to one



Expert By Experience

This project is led by young people, working directly with their peers. It builds upon Include Youth's '**Expert by Experience**' (EBE) model of participation which empowers young people to lead. It employs 15 care experienced EBE's who will be supported to mentor other young people to become change makers and policy advocates.

We are committed to ensuring that the voice of young people is at the centre of decision making. We promote and protect the **rights of children and young people** and provide opportunities for young people to influence policy and decision makers. We support young people to develop their campaigns on issues which matter to them.



Policy

We deliver a range of **accredited training and workshops** such as;

Awareness raising workshop  
on Child Sexual Exploitation,

OCN NI Level 2 in Understanding Child Sexual Exploitation,

OCN NI Level 4 in Supporting Care Experienced  
Children and Young People

OCN NI Level 2 in Mentoring Practice



**Training**

**EMPLOYABILITY**

**Employability** services offers one to one support for young people hoping to transition into employment and help them navigate this move. It offers: CV building, supported work placements, taster days, interview techniques and personal development support .

**Strive** is a cross-border, cross-community, good relations programme for young people aged 14 to 24 led by Include Youth in partnership with Youth Initiatives, Newstart Education Centre, Northern Ireland Alternatives and Lifford Clonleigh Resource Centre. Strive is an intensive youth-led youth work programme . It engages young people in a transformative process, focusing on four core strands: good relations, citizenship, personal development and employability.

**S**

**Strive**



**Heads Up**

**Our Generation (Heads Up)** will develop and deliver programmes to increase mental health literacy, enhance emotional resilience, build the leadership skills of children and young people (aged 9-25) and will lead research in mental health and the impact of trauma on our communities. This programme operates throughout Northern Ireland and border counties.

## Job Description

<b>Job Title:</b>	Monitoring and Evaluation Officer – Part-time
<b>Responsible to:</b>	Strive Programme Manager
<b>Contract:</b>	3-year post
<b>Salary:</b>	£27,852 pro rata equivalent (3 days £16,711)
<b>Based at:</b>	Belfast – Include Youth offices.
<b>Working week:</b>	14 or 21 hours per week (2 or 3 days per week)
<b>Holidays :</b>	25 days per annum plus 12 public holidays (pro rata)

### Job Purpose

As the Project Monitoring and Evaluation Officer, you will play a crucial role in ensuring the effective implementation and progress tracking of The Strive programme. You will be responsible for developing and implementing monitoring and evaluation systems, collecting and analysing data, and providing insights to enhance project performance and outcomes.

### Key Responsibilities

#### Monitoring and Evaluation System Development

- Design and develop comprehensive monitoring and evaluation frameworks, tools, and systems for projects.
- Collaborate with project teams to identify key outputs, results and outcomes to be measured.
- Establish data collection methodologies, timelines, and reporting mechanisms.
- Data Collection and Analysis:
- Collect relevant data using various methods, including surveys, interviews, site visits, and quantitative/qualitative analysis.
- Ensure accurate and consistent data entry and storage in appropriate databases or systems.
- Analyse collected data to track project progress, identify trends, and assess the achievement of project goals and objectives.'

- Implement cluster testing exercises focussed on the cross border and cross community activity within the partnership.
- Regular use of the upshot monitoring and evaluation system to monitor data and track progress

#### Reporting and Communication

- Prepare regular and ad-hoc project progress reports, highlighting key findings, challenges, and recommendations.
- Communicate monitoring and evaluation results to project stakeholders, team members, and management.
- Assist in preparing presentations and visualizations to effectively convey monitoring and evaluation results.

#### Quality Assurance and Improvement:

- Monitor the quality of project activities through regular field visits and data validation exercises.
- Identify gaps and areas for improvement in project implementation and provide actionable recommendations.

#### Capacity Building

- Provide training and capacity-building support to project staff on monitoring and evaluation methodologies, tools, and best practices.
- Foster a culture of learning and data-driven decision-making within the Strive Project.

#### Evaluation and Learning

- Lead or support project evaluations, impact assessments, and lessons learned exercises.
- Utilize evaluation findings to inform project adjustments and strategic decision-making.
- Deliver focus groups to young people aged 14-24 years old.

#### Collaboration and Coordination:

- Collaborate closely with project teams, partners, and stakeholders to ensure alignment on Monitoring and Evaluation activities and data collection processes.
- Coordinate with external consultants, if required, to conduct specialised evaluations or assessments.



## General

The key responsibilities above give a broad outline of the functions of the post. However, these duties must be approached in a flexible manner. The post holder will be expected to adapt to changing circumstances and undertake other duties appropriate to the grade of the post as allocated by your line manager. Members of staff are expected to treat those with whom they come into contact in a courteous and respectful manner in accordance with the Dignity at Work Procedure.

- Staff are expected to demonstrate their commitment to Include Youth by their regular attendance and the efficient completion of all tasks allocated to them.
- Staff must take care of their own health and safety and that of people who may be affected by what they do (or do not do).
- Staff must co-operate with others on health and safety, and not interfere with, or misuse, anything provided for their health, safety or welfare.
- Staff must follow the training they have received when using any work items their employer has given them.
- Staff must follow Include Youth policy and procedures as outlined in staff handbook
- The post holder will maintain high standards of personal accountability

This job description is not definitive and may be altered to meet the developing needs of the service



# Person Specification

## Qualifications

### Essential Criteria

- Currently studying at degree level in a relevant field – Community Youth Work, Sociology, Research, Social Sciences etc., public policy, data analytics, research, developmental studies, economics etc.

## Experience

### Essential Criteria

- Proven experience in project monitoring and evaluation, preferably in the context of project delivery for non-profit organisations. .

## Knowledge and Values

### Essential Criteria

- Familiarity with Monitoring and Evaluation frameworks, indicators, and methodologies.
- Detail-oriented, analytical mindset, with a strong commitment to accuracy and precision.

## Skills

### Essential Criteria

- Excellent written and verbal communication skills, with the ability to convey complex information in a clear and concise manner.
- Excellent report writing skills
- Proficiency in using Microsoft Office Suite and data management software.
- Ability to work independently and as part of a team, with excellent organizational and time management skills

## Circumstances

### Essential Criteria

- Hold a current driving licence and have access to a vehicle. This criterion may be waived, if a disability prohibits driving. In this case, please demonstrate how you would meet the mobility requirements of the post.
- An ability to work outside normal office hours when required.

# Person Specification

## Experience

### Desirable Criteria

- Experience in conducting field visits and working in diverse cultural contexts.

## Skills

### Desirable Criteria

- Strong quantitative and qualitative data analysis skills, proficiency in Upshot as a measurement tool.

## Condition of Service

<b>Contract:</b>	3-year post
<b>Salary:</b>	NI £33,799-£35,934 per annum- Pro rata
<b>Based at:</b>	Flexible across our NI Include Youth offices.
<b>Working week:</b>	14 or 21 hours per week (2 or 3 days per week)
<b>Holidays :</b>	25 days per annum plus 12 public holidays (pro rata)
<b>Probation :</b>	6 months

### Travel Expenses

Responsibility is on the employee to ensure that when using the car in the course of business, that proper insurance cover is acquired, and that the car is maintained in a road worthy condition. A mileage allowance will be payable by Include Youth towards expenses.

### Vetting

The successful applicant will be asked to declare all pending prosecutions, convictions, cautions and bind-over orders. Applicants must complete the Garda vetting form or AccessNI enhanced check application which will be submitted for clearance..

### Pension

Include Youth operates a group personal pension scheme.

### TOIL

There is no entitlement to overtime payment. However, you are entitled to receive time off in lieu for hours worked in excess of your normal working week.

### Equal Opportunities Policy

Include Youth is an equal opportunity employer. The aim of its policy is to ensure that no job applicant or employee receives less favourable treatment on the grounds of nationality, race, ethnic origin, gender, marital status, sexual orientation, disability, religious belief or political opinion, nor should they be disadvantaged by conditions or requirements which are neither justified nor relevant to the job.

**It is the responsibility of all staff to ensure a harmonious working environment in which the dignity of all employees and service users is respected.**



**Please read the following carefully before completing your application.**

**The application :**

Applicants, please ensure that you first read the essential criteria on the person specification and the duties on the job description to see if you are suitable for the post.

**Personal details:**

Ensure that your contact details are clearly displayed. If you move address between submitting your application and being interviewed, please let us know as soon as possible. All personal details will be removed prior to the selection process

**Shortlisting:**

Applicants will be shortlisted against the criteria in the person specification.

**The interview:**

All shortlisted applicants will be contacted with an offer of an interview and this will be confirmed by email. You will be informed of the date, time, location and contact for the interview. If you have any special requirements that would enable you to participate more fully in the interview, please let us know in advance of the interview. Applicants will be asked questions relating to the job description and person specification and the panel will take notes during the course of the interview. This is part of the procedure to ensure that all applicants are treated equally, and to help us to make the right decision.

**In preparation for the interview, please take the opportunity to read through the job description** and any other literature sent as part of the information pack, and be prepared to talk about your experience, giving examples that illustrate your ability to do particular parts of the job.



# Reward Statement



## Financial Reward

- Sector competitive salaries
- Employer pensions contributions 7%
- Business expenses
- Enhanced maternity, paternity and adoption Pay
- Enhanced sick pay



## Work/Life Balance

- Standard 35 hour week
- Up to 30 days paid leave and 12 days statutory leave
- Time off in Lieu (TOIL) in compensation for additional hours worked
- Flexible working
- Family friendly policies
- Other leave such as compassionate leave



## Training and Development

- Comprehensive induction training
- Comprehensive in- house training
- On the job learning
- Learning and development linked to Strategic, Operational Plan
- Learning and development linked to individual requests
- Work plans and ongoing supervision
- Continuing professional development
- Strategy and team building days
- Study leave



## Wellbeing

- Wellbeing Champions
- Open door policies
- Regular supervision and support
- Regular wellbeing initiatives

## How to Apply

Applications will only be accepted by CV. If, after reading the Essential Criteria you feel you are suitable for the post, please submit your CV and monitoring form with a covering letter/email detailing exactly how you meet each item of essential criteria – as this is what the short-listing will be based on. All documents should be uploaded by 12 noon on Friday 4<sup>th</sup> July 2025 to:

<https://hr.breathehr.com/v/part-time-monitoring-evaluation-41759>

The details of this job opportunity can be found on the Include Youth website, <https://includeyouth.org/all-about-us/careers/>, or by contacting [jackie@ncludeyouth.org](mailto:jackie@ncludeyouth.org)

We look forward to hearing from you, and wish you all the best in your application and the process ahead.

Interviews for the post will likely be held mid-late July 2025.

For any queries please contact [jackie@includeyouth.org](mailto:jackie@includeyouth.org)

## Privacy Notice

Include Youth (referred to as "the organisation" throughout this notice) collects and processes personal data relating to job applicants as part of our recruitment process. We are committed to being transparent about how we collect and use that data and to meeting our data protection obligations.

This notice sets out the basis on which we collect, use and disclose the personal data of our job applicants, as well as your rights in respect of such personal data.

### What information does the organisation collect and how?

Include Youth collects a range of information about you. This includes:

- your name, address and contact details, including email address and telephone number;
- details of your qualifications, skills, experience and employment history;
- information from interviews and phone-screenings you may have;
- information about your current level of remuneration, including benefit entitlements; information about your entitlement to work in the UK;
- equal opportunities monitoring information, including information about your ethnic origin, sexual orientation, health and religion or belief.

We may collect this information in a variety of ways. For example, data might be contained in application forms or CVs (including when these are sent to us as part of speculative applications or queries), obtained from your passport or other identity documents, or collected through interviews or other methods of assessment.

We may also collect personal data about you from third parties, such as references supplied by former employers. We will seek information from third parties only once a job offer has been made to you. Data will be stored in a range of different places, including on your application record, in our HR management systems and our email system.

### Why does Include Youth process personal data?

Include Youth collects and processes your data for a number of purposes and where we have a legal basis to do so, as follows.

Include Youth has a legitimate interest in processing personal data during the recruitment process and for keeping records of the process. Processing data from job applicants allows us to manage the recruitment process, assess and confirm a candidate's suitability for employment and decide to whom to offer a job. We may also need to process data from job applicants to respond to and defend against legal claims. We will not use your data for any purpose other than the recruitment process of which you are a part



### Who has access to data?

Your information may be shared internally within the organisation for the purposes of the recruitment process. This includes members of the HR team, interviewers involved in the recruitment process, and managers in the business area with a vacancy.

We will not share your data with third parties unless your application for employment is successful and an offer of employment is made. We will then share your data with former employers in order to obtain references. In addition, we may need to share your personal information with a regulator or otherwise to comply with the law.

### How does Include Youth protect data?

Include Youth takes the security of your data seriously. We have internal policies and controls in place to ensure that your data is not lost, accidentally destroyed, misused or disclosed, and is not accessed except by our personnel in the proper performance of their duties.

### For how long does Include Youth keep data?

If your application for employment is unsuccessful (including when you have speculatively applied to us in respect of a role which is not available), we will hold your data on file for 6 months. At the end of that period, your data is deleted or destroyed (unless we need to retain it for longer to exercise or defend any legal claims). If your application for employment is successful, personal data gathered during the recruitment process will be transferred to your personnel file and retained during your employment. The periods for which employee data is held will be provided to you in a separate privacy notice.

### Your rights

As a data subject, you have a number of rights under data protection law. You can:

- access and obtain a copy of your data on request;
- request Include Youth to change incorrect or incomplete data;
- request Include Youth to delete or stop processing your data, for example where the data is no longer necessary for the purposes of processing;
- object to the processing of your data where Include Youth is relying on its legitimate interests as the legal ground for processing; or ask us to transfer your data to another organisation.

If you would like to exercise any of these rights or if you have any questions about this notice or our processing of your data more generally, please contact [karin@includeyouth.org](mailto:karin@includeyouth.org).

If you believe that the organisation has not complied with your data protection rights, you can complain to the Information Commissioner's Office.

#### [What if you do not provide personal data?](#)

You are under no statutory or contractual obligation to provide data to Include Youth during the recruitment process. However, if you do not provide the information, we may not be able to process your application.



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## Contact Details

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[www.includeyouth.org](http://www.includeyouth.org)  
@includeyouth

Charity number: NIC103383