



## Job Brief: Impact and Evaluation Manager



Top Blokes Foundation



## About Top Blokes Foundation:

The Top Blokes Foundation is a rapidly growing not-for-profit health organisation that improves the mental health, emotional resilience and community engagement of young males aged 10-24. We work with young males over 3 to 6 months to increase their resilience, empathy, and respect for self and others, and in doing so work to reduce the rates of suicides, mental health issues, antisocial and risk-taking behaviours.

***Our Vision:*** *More young males lead healthy and safe lives*

***Our Mission:*** *To challenge and nurture young males to be their best selves*

We believe that empowering young males to challenge and redefine their own thoughts and behaviours is the key to reducing many social issues including youth suicide, family and other violence, drugs and alcohol abuse, generational unemployment, homelessness and other tragic, anti-social and risk-taking behaviours. Engaging young male at critical points within their risk-taking prime stage provides windows of opportunities to alter any dangerous decisions they may make and helps make our communities stronger.

Our programs are evidence-based and reviewed continuously to incorporate latest research and best practice. They are delivered by qualified Youth Workers who understand the local issues surrounding the young males. The message is delivered in an innovative and enjoyable way that is more readily accepted, thereby helping young males to navigate this very different, fast paced, social and technological world.

*'The program was a safe space, especially where I could speak. It helped us to build trust between the boys and respect with the mentors. I learnt the most about mental health. I opened up about my life and it was a space I could open up. I felt like I matured from being a boy to being a man.'* – Liam, Top Blokes Program Graduate

## Effectiveness of the Top Blokes Programs:

In 2019, EY launched the Top Blokes Social Impact Study, a three year study that examined the impact of the Top Blokes Mentoring Program. In this report it showed the degree of improvement in mental health, lifestyle behaviours and attitudes, knowledge and skill-sets from our programs such as:

- The program achieved a cost-benefit ratio of **9x**
- Young males are **4 times** better off with a mentor than a young man who doesn't have a mentor.
- The program's top outcomes achieved were **mental health, decreased antisocial behaviour** and **academic performance**
- The program helped increase a young man's attendance at school and reduced the rate of detention and suspension rates, in some cases between **20-100%**
- The study found that the program helped schools reduce the time they spent dealing with boy's behaviour. Schools saved on average **\$33,000** in avoided time spent while the boys were in the program and an additional **\$20,000** following the program

## What We Do:

We have the following programs to assist vulnerable young males in both schools and in the community as well as workshops to educate teachers, parents and other stakeholders about young men's health:



**Primary School Program:** A 3 month mentoring program for boys aged 10-13 years who are in need of positive male role modelling, challenging behaviours at home and in the classroom, at-risk of poor mental wellbeing, exposure to drugs, alcohol or violence in the family home. This program provides the support they need to avoid developing issues in later life including anger and mental health problems, high consumption of pornography, experimentation with drugs and alcohol and poorer well-being.



**High School Program:** A 6 month interactive school-based program, facilitated by qualified youth workers, supports boys aged 14-17 years and uses peer mentoring and social education principles to address social issues including alcohol and other drugs, risk taking, anger management, mental health, bullying, racism and peer pressure. Young men are challenged to change their attitudes on masculinity, influencing them to positively contribute to school, their broader community and to treat women respectfully.



**Community Program:** A 3 month peer-led mentoring program for young men who are not engaged in either the workforce or post-school education or traineeships aged 18 – 24 years. The program helps them build the soft skills necessary to gain and maintain employment whilst supporting their social and mental health and community engagement. This program is delivered both in-person and online.

# About The Position: Impact and Evaluation Manager

<b>Reports to:</b>	Head of Programs and Operations	<b>Status:</b>	Three year contract with option for renewal
<b>Location:</b>	Any TBF Location (Sydney Hunter, Central Coast)	<b>Hours:</b>	Part-Time or Contract
<b>Benefits:</b>	Salary Packaging Options		

## Position Summary

The Impact and Evaluation Manager at Top Blokes Foundation will play a critical role in advancing the organisation's impact measurement approach and overseeing the impact measurement framework. In this position, you will be responsible for leading impact measurement initiatives across Top Blokes Foundation, as well as collaborating with stakeholders to determine wider arching societal impact that is created through the work of the Foundation.

As the Impact and Evaluation Manager, your primary focus will be on expanding the robust evidence base for young male health within the organisation. You will be responsible for reporting on the impact of Top Blokes Foundation's programs on young males and contributing to the development of the organisation's Impact Strategy. Additionally, you will be instrumental in establishing strong monitoring, research, and evaluation (MRE) foundations that support Top Blokes Foundation's impact assessment efforts.

A key aspect of your role will involve providing valuable intelligence to inform decision-making across the organisation. By staying updated on current and future population trends and assessing the impact made on young males, you will play a pivotal role in driving Top Blokes Foundation's mission of promoting positive male development. Your ability to effectively translate data and build relationships with internal and external stakeholders will position Top Blokes Foundation as a thought leader in the field of men's health within the broader community.

Furthermore, as the Impact and Evaluation Manager, you will oversee data analysis, reporting on impact, and conducting evaluations to support Top Blokes Foundation's operations, fundraising, and communication objectives. Your expertise in analysing data and identifying key trends will provide valuable insights for improving operations and enhancing engagement.

Ultimate delegation comes from the Head of Programs & Operations or the CEO as required.

## Key Responsibilities

- Contribute to the development of the Top Blokes Outcome Measurement Framework.
- Optimise impact reporting for Top Blokes Foundation based on recommendations and business needs.
- Collaborate with stakeholders on impact measurement initiatives, including data gathering and report writing.
- Conduct in-depth impact case studies on selected school/business partners.
- Analyse monitoring and evaluation data, identifying key trends.



- Ensure data accuracy, supporting audits and compliance processes.
- Manage evaluations for projects and programs, both internal and external.
- Provide employee training to ensure proper data collection for outcomes.
- Generate compelling data visualisations that tell the story of impact measurement.
- Tailor impact reporting for various stakeholders.
- Maintain up-to-date impact case studies and compliance procedures.
- Review the feasibility of and commence a Longitudinal Study of the Top Blokes Mentoring Program
- Carry out additional duties as required.

## Essential Criteria

- Tertiary qualifications (Masters or PhD preferred) in Epidemiology, Public Health, Psychology, Statistics, or a related discipline.
- Experience in public health, health promotion, epidemiology, biostatistics, health research, evaluation, or related fields.
- Familiarity with quantitative research methods.
- Ability to effectively communicate research and data findings to diverse audiences.
- Excellent time management and project planning skills, with a track record of meeting deadlines.
- Capable of balancing rigor and practicality.
- Thrives in a fast-paced environment.
- Effective stakeholder management abilities.
- Curiosity and a desire for continuous learning.
- Upholds high standards in work quality.
- Self-starter with the ability to work independently.
- Strong written and verbal communication skills.
- Understanding of the education sector (preferred).
- Experience in mental health and suicide research (preferred).