

RESEARCH & IMPACT DATA OFFICER

Job description

Location	KINGS CROSS, LONDON, UK (HYBRID; 2 DAYS PER WEEK IN THE LONDON OFFICE)
Hours	37.5 HOURS PER WEEK
Reports to	HEAD OF RESEARCH AND EVALUATION
Start date	ASAP
Application deadline	29 th September 2025

About the Freedom Fund

At the Freedom Fund, we believe in the power of frontline leadership to end modern slavery. We are a collaborative fund that exists to get resources where they are most needed, into the hands of those working directly to dismantle systems of exploitation. Since our founding in 2014, we've invested over \$100 million into community-based organizations across Asia, Africa, and South America, supporting survivors, building movements, and creating lasting change.

We know that human trafficking and forced labor are not abstract issues, they are deeply rooted in injustice, inequality, and systemic failure. As we look ahead to 2030, our new strategy focuses on doubling down on what works: investing in frontline partners, amplifying survivor leadership, influencing global systems, and shifting power and funding to communities. By the end of this strategic period, we aim to directly improve the lives of 2.5 million people currently in or at risk of slavery, strengthen anti-slavery movements across 11 countries, and mobilize \$350 million in support of our shared mission.

We are committed to being a values-driven employer. Our organizational culture is warm, collaborative, and committed to continuous learning. We strive to be a place where people feel safe, valued, and able to do their best work in service of our vision: a world free of slavery.

About the position

This is an exciting opportunity for an early career professional who wants to use their data skills to help tackle modern slavery. As our Research & Impact Data Officer, you'll be an integral part of our Research & Evaluation team, playing a key role in measuring the real-world impact of anti-slavery initiatives across the globe. You'll also contribute to research and evaluation projects that deepen understanding and improve the ways we work to prevent and address modern slavery.

In this role, you'll manage the digital backbone of our data systems, ensuring that impact is measured consistently and meaningfully. You'll provide colleagues and partners with the tools and training they need to monitor progress and address challenges. Through engaging dashboards and innovative visualisations, you'll turn complex data into accessible insights for a wide range of audiences: from grassroots partners to the Freedom Fund's senior leadership.

You'll report to the Head of Research & Evaluation and work alongside Research & Evaluation team members based globally. The role will involve one to two international trips per year. This position offers excellent opportunities to advance your professional skills and the chance to influence how impact is measured and communicated across the anti-slavery movement.

Responsibilities

As our Research & Impact Data Officer, you will play a central role in three interconnected areas:

1. Analysis and reporting of program impact

- Work alongside Program Managers and over 80 NGO partners worldwide to develop meaningful indicators that reflect their theory of change. Ensure these are contextually appropriate while adhering to the Fund's global impact measurement framework and donor requirements.
- Review program monitoring data submitted by Freedom Fund colleagues and NGO partners on a quarterly basis. Analyse for trends, highlight key findings and prepare reports for senior leadership, board members and public audiences.
- From time to time, work alongside monitoring and evaluation specialists to provide administrative support and localised data management support to partners and colleagues in slavery-affected communities.

2. Management of the impact data reporting tools

- Lead the roll-out of our online data submission platform (custom built on Bubble.io), supporting colleagues and NGO partners around the world to capture and report data consistently and reliably.
- Design and maintain interactive online dashboards using Microsoft Power BI, transforming complex datasets into clear, actionable insights for Freedom Fund colleagues and NGO partners.
- Continuously improve our data infrastructure to keep pace with new programs, partners or projects, working with the support of external software vendors where needed.
- Provide regular training and support to Freedom Fund colleagues and NGO partners – in the UK, US and in several nine other countries – on the use of the online tools.

3. Support research and evaluation projects

- Carry out desk research, synthesising information and data from multiple sources to generate insights that strengthen the impact of the Freedom Fund's programs.
- Uphold the quality of our research and evaluations by identifying and addressing gaps in project outputs. This includes reviewing and revising research protocols, consent forms, survey questionnaires and interview guides to reflect international standards as well as on-the-ground realities.
- Make research findings engaging and accessible by writing plain-language summaries, creating data visualisations, checking translation quality, and presenting findings to Freedom Fund colleagues to encourage the uptake of evidence.
- Support grant and contract management within the Research & Evaluation team, including preparing procurement documentation and reviewing statements of work, budgets and financial reports.
- Administratively support smaller contracts (typically valued around or below USD 10k) to ensure timely and quality deliverables from the supplier or partner.

Qualifications and experience

We are looking for someone who is motivated by our mission and eager to learn and grow with us. You do not need to tick every box below, if you meet many of the requirements and are excited about the role, we encourage you to apply!

Essential

Work experience and qualifications

- Demonstrated interest in international development and global issues such as modern slavery, gender-based violence, racial justice, minority rights or other human rights topics.
- At least three years of work experience (not necessarily in the charity or international development sector) demonstrating teamwork and the ability to deliver professional work on time. Graduate-level education may count towards this experience if explained.
- University degree (bachelor's or higher level) in economics, demography, applied statistics, quantitative social research, information systems or other disciplines that involve strong quantitative and analytical skills.
- Entitled to work in United Kingdom without visa sponsorship.

Technical skills

- Advanced proficiency in Microsoft Excel or Google Sheets.
- Experience with statistical packages for analysing datasets, for example, Stata, R or Python.
- Experience with social science research or in related fields involving human respondents, involving tasks such as writing quantitative or qualitative tools, conducting data collection, analysing primary data, and interpreting findings for different audiences.
- Experience creating data visualisations or interactive dashboards, preferably using tools such as Power BI, Tableau or Google Data Studio.
- Understanding of web-based data collection tools and database management, including the storage, cleaning and transformation of data.

Communications and collaboration

- Excellent attention to detail and time management skills, with a proactive approach to coordinating with others to meet deadlines and deliver high-quality work.
- Outstanding written and verbal communication skills in English, with ability to explain complex concepts in plain language.
- Creative flair for presenting data and analytical results in compelling, accessible formats.
- Strong interpersonal skills and cultural awareness, with the ability to work effectively in a diverse global team. Flexible and adaptable when collaborating across different time zones and locations.

Desirable

- Fluency in one or more of the following languages: Amharic, Arabic, Bahasa Indonesian, Bangla, Kiswahili, Nepali or Portuguese.
- Familiarity with grant or contract management systems (particularly Salesforce).
- Experience using artificial intelligence (AI) tools for large-scale data analysis, sense-making or the presentation of findings.
- Experience working respectfully and sensitively with vulnerable populations, such as survivors of exploitation, refugees or street-connected children. Competitive candidates will likely have experience living or working in the Global South.

Personal attributes

Essential

- Strong commitment to the Freedom Fund's vision, mission, values and goals, with a passion for human rights issues.
- Exceptional work ethic, commitment to data transparency and research justice, strong organisational skills and a can-do attitude.
- Strong critical thinking skills, ability to problem solve and resourcefulness.
- Willingness to work as part of a team in a cooperative and supportive way.
- Ability to partner with a wide range of individuals from diverse backgrounds.

- Comfort with handling multiple projects and commitments simultaneously.
- Willingness and ability to travel (estimated less than 10% of time).

Compensation

- £44,771 -£47,127per annum, depending on experience.
- Plus 10% non-contributory pension scheme.
- 25 days holiday pro rata, plus public holidays, and an additional 3 days Christmas closure in December.
- Season ticket loan and cycle schemes available.

Application procedure

Applications should be submitted in English and include a CV, cover letter (maximum one page), and contact details of two professional referees, one of which must be the applicant's current / most recent line manager or current / most recent Head of HR. If professional referees are not applicable, personal references are welcomed, providing they are able to speak to the strengths listed in the above description.

Please send applications by email in PDF format to jobs@freedomfund.org, including 'Research and Impact Data Officer' in the subject line before **gam on Monday, 29th September 2025**.

Please note that only candidates selected for further consideration will be contacted. No phone calls please. **No agencies please.**

The Freedom Fund is an equal opportunities employer. In line with our values of respect, agility, and excellence, we value the strength of a diverse workforce and strongly encourage applications from people with disabilities, Black, Asian, Indigenous or Minority Ethnic backgrounds, LGBTQ+ and from different socio-economic backgrounds. Applicants must be eligible to work in **London office**. The Freedom Fund will aim to meet candidates' access requirements throughout the recruitment process. If this is applicable, then please notify us.

The Freedom Fund is committed to the importance of meaningful survivor inclusion and leadership. As such, particular consideration will be given to applicants with lived experience of trafficking and/or forced labour.

The Freedom Fund offers any candidates with lived experience of trafficking and/or forced labour the opportunity to have an informal and confidential pre-application chat with a member of our team to discuss suitability for the role as well as any reasonable adjustments that may be needed for the recruitment process. This conversation is intended to provide support to the candidate and will not have any negative impact on the recruitment process. Please get in touch at jobs@freedomfund.org

Background checks

As part of our commitment to the protection of children and vulnerable people in our work, any offer of employment with the Freedom Fund will be subject to satisfactory pre-employment checks to ensure we recruit only those who are suitable to work with children and vulnerable persons. These checks include Disclosure and Barring Service and/or International Criminal Records Checks, satisfactory references, proof of eligibility to work in the national location of this role and checks against the Office of Foreign Assets Control data list (OFAC) which highlights any connections to terrorism or trafficking.

At the Freedom Fund, we are conscious that some candidates may have criminal records resulting from their experience of trafficking and/or forced labour. Applications from individuals with a criminal record, or who have been formerly incarcerated are accepted. We welcome a confidential conversation on this as part of the pre-application chat noted above or at the point of an offer being made.

Any offer of employment or consultancy with The Freedom Fund will only be made following successful background checks conducted on the applicant. Such checks may be updated periodically during the period of employment or consultancy. Initial checks will only be undertaken at the point of a job offer being made, and always with the prior permission of the candidate.