

New opportunity: Education Evidence Scotland Research Evidence Champion

Are you an educator working in Scottish education? Are you interested in supporting the sector to increase the use of evidence to inform practice?

Read on for the opportunity to be part of the new group of Research Evidence Champions in Scotland.



Who are Education Evidence Scotland?

Education Evidence Scotland aims to help close Scotland's poverty-related attainment gap by helping more educators access, understand, and apply research evidence when making decisions about teaching and learning. We believe that **better evidence** supports **better education** by improving teaching and learning and supporting more effective decision-making in schools. Better education can and should lead to **better outcomes** for all pupils, especially those from disadvantaged backgrounds.

Our new hub and its resources combine research evidence from the global evidence base with insights from Scottish educators.

We want to strengthen capacity for educators to use evidence well, working through existing organisations such as local authorities, school leaders, and other key stakeholders.

Our work is powered by the global evidence base and supported by the Education Endowment Foundation (EEF). The EEF is an independent charity dedicated to breaking the link between family income and education achievement.

What is a Research Evidence Champion?

We already have four Champions and are looking to add to this group. You can explore their profiles here -

<https://www.educationevidencescotland.com/meet-our-champions/>



Education Evidence Scotland are looking for a diverse group of leaders and educators with a range of expertise and experience of Scottish education. We want representation from a variety of primary and secondary schools, and educators from across Scotland.

This group will bring together educators' practical experience and high-quality research evidence. They will advocate for and support the use of evidence in practice throughout the sector, as **Research Evidence Champions**.

We will establish a **Grant Agreement** with a Champion's existing employer. This Grant Agreement is the process we will use to secure between 50- 55 days of a Champions time over a period of 18 months, until July 2028.

What will they do?



Research Evidence Champions will support Education Evidence Scotland (and the EEF) to expand the capacity and reach of our growing evidence mobilisation activity.

This will include:

- **Shaping and contextualising evidence-based resources** for Scotland's education system by contributing insights and experiences. This will support the creation of resources for Education Evidence Scotland.
- **Promoting, sharing, and championing evidence** use across local, regional, and national networks. This could be within your own settings and beyond.
- **Drive the movement of evidence** by leveraging your influence and connections within the system. This will include supporting different stakeholders to consider research evidence to support decision making.
- **Bridging the gap between evidence and practitioners**, making research more relevant and actionable for educators. This could be through light-touch communications and professional writing linked with the resources we create.
- **Supporting mobilisation efforts** through activities such as professional learning sessions, and the creation and quality assurance of resources for Education Evidence Scotland.

Could you be a Research Evidence Champion?

To apply for this opportunity, you should be able to demonstrate:

- **Experience of using research evidence** to inform your practice and strong examples of how you have led evidence-informed practice.
- **Experience supporting others to improve**, ideally based on rigorous evidence, for example through professional development or other leadership activities.
- **Diversity of experience within the Scottish system**. For example, if you have worked in rural/remote locations, inner-city urban locations, different positions within the system and/or experience working in other areas of education.
- **Experience working in settings or serving communities with high relative poverty** and understanding the impact this has on school decision-making processes.
- **An understanding of the wider Scottish education system**, including its levers and drivers, and the current policy context.
- **Ability to develop high-quality resources** that will support educators' practice across Scotland. This will include writing and creating content in a range of media.
- **Excellent communication and relationship-building skills**, supporting the contextualisation work for Education Evidence Scotland.
- **Support from your organisation** to enable you to carry out the role fully and to develop your own organisation

How will you benefit from this opportunity?

Becoming a Research Evidence Champion will provide you with a unique opportunity to help shape the Education Evidence Scotland's work and, hopefully in time, education overall in Scotland.



You will receive a comprehensive induction on our wider work and evidence standards, as well as ongoing training and professional development around current research evidence and project aims. You will help shape how this evidence base is communicated to schools and how we build Education Evidence Scotland.

You will be a part of a supportive community of other passionate professionals dedicated to the use of evidence to change practice. This includes the opportunity to work alongside existing Champions, developing your connections across different areas of the system.



How will your organisation benefit from this opportunity?

Hosting a Research Evidence Champion will help support professional development at your school, as well as grow connections with other schools and networks. Your school will benefit from close involvement with evidence-informed practice within the sector. This will, in turn, influence educator practice along with the quality of education in your setting.

How will the Grant Agreement be arranged?

We are looking to engage **eight** Research Evidence Champions through their employer until July 2028. Our expectation is that Champions will be working in, or close to, Scottish education settings, and therefore we expect to establish a Grant Agreement with that employer or organisation to cover the Champion's time and capacity.

We expect this to be a commitment of between 50 – 55 days over a period of 18 months, until July 2028. Each organisation will receive a grant of £17,000 to support this work. This will be distributed across three payment milestones over the 18 months that the Champion is in post.

Champions will create an annual plan linked with agreed outcomes and milestones. Delivery will be reviewed twice a year with the Champion.

Research Evidence Champions will be expected to travel across Scotland.

How can you apply for this opportunity?



After familiarising yourself with the description, responsibilities and characteristics of a Research Evidence Champion, speak with your employer to determine whether this opportunity is a good fit for you both. Coordinate your approach to the application process to ensure that both your skills and experience as well as your organisation's commitment and capacity to support you are clear.

The application process consists of three main stages.

Stage 1: Online application form

The online application window will be open from 5 October to 26 October. To apply, please complete an application form via the [online portal](#). More details on the application questions can be found below.

Stage 2: Video Activity

Applicants longlisted from the online application stage will be invited to submit a short video prepared in advance. Information on this task will be sent separately to successful applicants.

Stage 3: Interviews (online)

Applicants shortlisted following the video submission will be invited to an interview.

Following the interview, for applicants we'd like to work with as Research Evidence Champions, we would expect to have a short conversation with a senior leader from your host organisation as part of the due diligence. We expect to confirm who is successful by 17 December, subject to a due diligence conversation with your senior leader.

If I am unsuccessful, can I have feedback?

We always appreciate the hard work and time that goes into every application we receive. We know that completing applications takes up additional capacity for busy educators. However, we do tend to receive many applications and so at the first stages we'd only expect to share general feedback where requested. If you were successful at progressing to second/third stages, we would try and provide more personalised feedback to applicants (where requested).

What will you need to complete the application form?

You can find the application form questions below. Please note that this is for reference only. Applications must be submitted via the [online portal](#).

Contact Information

1. Contact name
2. Contact email
3. Contact phone number
4. Name of organisation (i.e., who the grant agreement will be with – this could be your setting, organisation, other employer)
5. Type of organisation
6. Postcode of organisation
7. Address of organisation

Application Questions

1. Drawing on your experience in Scottish education, please give an example of how research evidence has informed your practice or leadership to date. *(max 300 words)*
2. Please give an example of how you have supported other educators to improve their practice, either within your own setting or beyond. This could include the planning, design and delivery of professional development, training, or other resources. *(max 300 words)*
3. Drawing on your previous experience, tell us how you would use a variety of methods to build and maintain effective relationships with educators, setting leaders and other sector stakeholders. This should include how you have leveraged this relationship to improve outcomes or support a change initiative in your setting. *(max 300 words)*

Letter of Support



You will be asked to confirm that you have discussed this opportunity with a senior leader of your host organisation.

You will be asked to attach a one-page letter of support confirming your organisation's commitment to enable your role as a Research Evidence Champion. To demonstrate that your organisation can effectively support your engagement with the EEF as a Research Evidence Champion, please detail the following in the letter of support:

- Commitment to Education Evidence Scotland's work in Scotland (and the EEF's wider work and mission)
- Understanding of the responsibilities of a Research Evidence Champion

- Ability to secure sufficient release time for the Research Evidence Champion to successfully fulfil their responsibilities
- Ability to reach and engage with other educators, settings and organisations
- An example of how the applicant has supported practice change in your setting or beyond
- An example of how your setting has developed evidence-informed practice and how hosting a Research Evidence Champion would further strengthen and embed your commitment to evidence use.

Declaration and Submission

You will be asked to confirm that the details of your application are correct.

Please note that once you click the submission button on the online form you will be shown a summary of your full application. We strongly recommend that, at this stage, you save a copy of your application for your own records.



How will applications be assessed?

All applications will be assessed using the following criteria:

1. *Understanding and use of evidence*
 - a. Commitment to Education Evidence Scotland's core mission and an ability to give a compelling narrative about the importance of evidence-informed practice.
 - b. Credibility to act as a Champion for evidence-informed practice and our work (including support for disadvantaged pupils) in the Scottish sector.
2. *Experience supporting practice change*
 - a. Experience and leadership of improving practice in settings in and/or across Scotland.
 - b. Experience developing and/or delivering professional development and supporting staff across and/or beyond a setting or organisation.
 - c. An ability to develop high-quality resources that support educators' practice.
3. *Relationship-building and communication*
 - a. A track record of establishing and maintaining relationships with people at varying levels: educators, school leaders, local authorities and other organisations.
 - b. An ability to use a range of communication tools and approaches to build awareness of and engagement with research evidence. This might include training and events, blogs, social media, case studies and exemplification.

4. Setting/Organisational capacity and support

- a. Clear commitment from the host organisation to enable the Champion's participation and success in their role.
- b. Sufficient capacity at the host organisation to facilitate release time for the Champion as expected.
- c. Ability to foster a culture of evidence-informed practice improvement within the organisation, and to encourage the Champion to promote and exemplify this work in other settings.

Do you still have questions?

If you have any further questions not answered in this document, we are running a webinar on 19 October 2026 at 4pm. You can register using this [link](#).

Key dates	Key activities
05 October 2026	Applications open
19 October 2026	Informational webinar
26 October 2026	Applications close
05 – 12 November 2026	Round One task: video submission
30 November - 02 December 2026	Round two interviews
07 December – early January 2027	Due diligence conversations with host organisations
17 December 2026	Outcome shared with candidates, subject to due diligence conversations

Please note these timelines may change due to the volume of applications.

This work is supported by the Education Endowment Foundation. To learn more about them, please visit their website at <https://educationendowmentfoundation.org.uk/>.