

A portrait of a smiling Black man with a grey beard, wearing a maroon sweater over a blue collared shirt. He is looking slightly to his left. The background is a blurred indoor setting. The image is framed by white geometric shapes in the top right and bottom left corners.

**Chief
Executive**

Welcome

Dear Applicant,

Thank you very much for your interest in becoming our next Chief Executive at the Centre for Ageing Better.

A charitable foundation funded by an endowment from the National Lottery Community Fund, Ageing Better was established in 2015 with the aim of delivering positive change in the lives of people entering later life. It focuses on making a difference for those most at risk between the ages of 50-70 years and currently works across health, housing, work and communities. Established as a What Works Centre, we build on evidence and work with, fund and support our partners to enable them to use that evidence in a way that makes a tangible impact on people's later lives now and for the future.

Ageing Better's endowment term lasts until 2030. As we emerge from the Covid19 pandemic we are re-assessing our priorities and focus including a review of our current Strategic priorities. Our new CEO will be a talented leader who can take Ageing Better through the next era of development, leading and managing the organisation to ensure it delivers on its aims and demonstrates meaningful impact.

This is a significant strategic leadership appointment, with a sharp focus on delivering change at scale. The role requires substantial experience of shaping and driving largescale change programmes across diverse audiences and systems along with a sharp focus on impact. You will be someone who has already built productive alliances across sectors and can offer an instinctive understanding of how best to engage different partners.

We have a strong and committed Board of Trustees in place along with an established and capable team. Within the organisation, you will be both recognised and trusted as a contemporary and positive leader with strategic acumen and maturity of judgement.

We are passionate about a society where everyone enjoys later life. If you believe you can bring what we are looking for, then we would very much like to hear from you.

Professor Dame Carol Black
Chair of the Board of Trustees

Further information

To find out more please visit <https://www.ageing-better.org.uk/>
Ageing Better's strategy – Transforming Later Lives – can be found [here](#).

Role Description

Role title	Chief Executive Officer
Accountable to	Reporting to the Chair of the Board of Trustees
Job purpose	The Chief Executive is responsible for developing and delivering the strategy and for the effective and efficient use of resources to meet the charity's strategic objectives. Our new CEO will be a talented leader who can take Ageing Better through the next era of development, leading and managing the organisation to ensure it delivers on its aims and demonstrates meaningful impact.

Main responsibilities of the role

Strategy

- To assess and ratify the strategic position of Ageing Better following a recent review of Ageing Better's Priority Goals, Programs and Projects, its expenditure plans and its measurable impact.
- To work with the Chair and Trustees to ensure appropriate ongoing strategic direction.

Leadership and Culture

- To provide clear and inspirational leadership to the organisation, given its explicit goals and ambitions.
- To oversee the delivery of programmes and to manage the organisation at the highest level.
- To ensure a culture of responsibility in which staff collectively and individually continue to grow their strong sense of responsibility to maximize the deployment of the remaining endowment.
- To lead a culture of integrity, in which staff aspire to be excellent and in which people feel valued and well treated.
- To keep under review Ageing Better's staff team, developing skills and capabilities, with a view to securing the highest levels of performance and productivity through a motivated and engaged workforce.

External

- To establish high-value external relationships with individuals and organisations that will enhance the reputation of Ageing Better, and enable us to deliver our strategy effectively and economically.
- To engage in and drive public debate around the topic of ageing better and to promote innovative solutions conceived and driven by Ageing Better.
- To develop and leverage partnerships and alliances with stakeholders, including private sector delivery partners, funders, central and local government, academic institutions and think tanks and the voluntary and charitable sectors.

Governance

- To establish strong and effective working relationships with the chairs of the Committees to which the Board has delegated various responsibilities.
- To work closely with the Chair and Trustees across all strategic issues, in the context of a trusted, working relationship.
- To ensure that the organisational governance, including financial risk and control policies and practice are compliant and used effectively.
- To ensure that the planning, programme and reporting mechanisms are effectively geared to delivering and evidencing to the Board the impact of our spend.

Person Specification

In your written application, please give evidence of examples of proven experience in response to **Part One** of the Person Specification. These responses will be developed and discussed with selected candidates together with criteria listed in **Part Two** and **Part Three**.

Part One

Knowledge and Experience

- Outstanding track record of achievement, ideally gained as Chief Executive or as a highly experienced Director within a significant organisation that is also addressing complex, multifaceted issues at scale.
- Strong experience of executing ground-breaking initiatives for impact, and of the disciplines required to shape, direct and assure results.
- Direct experience of bringing about change within large and diverse populations or communities, doing so through collaboration with delivery partners and other alliances.
- Appreciation of the role of evidence in addressing complex social and economic problems.
- Experience of working positively with Boards and of leading the formulation and delivery of organisational vision, strategy and objectives.
- An appreciation of the public service, political and business context relevant to the ageing agenda would be desirable but it is not essential.

Part Two

Skills and Abilities

- Outstanding and recognised leadership skills, with the ability to provide clear direction and build high-performing teams quickly and encourage and inspire staff.
- Strong skills in programme management, delivery and reporting.
- Ability to organise and deliver.
- Influential communicator who builds confidence quickly.
- Highly effective persuading, influencing and negotiating skills.
- Strong partnership and alliance-building skills.
- Able to balance competing strategic and operational priorities.

Part Three

Leadership Style and Behaviours

- Credible and well-respected leader who commands confidence and respect.
- Culturally intelligent and can work effectively with, within and across different sectors.
- Natural collaborator.
- Resilient and results-driven.
- Politically astute with sound judgement.
- Sees the bigger picture.

Terms of Appointment

Remuneration

This role attracts a salary of circa £130,000 per annum. More may be available for an exceptional candidate.

Appointment

This is a full-time executive leadership role. Flexible working arrangements are supported.

Location

Ageing Better offices are at 45 Whitfield St, Fitzrovia, London W1T 4HD.

Equality, diversity & inclusion

Ageing Better is committed to equality of opportunity, supports and encourages under-represented groups and values diversity.



How to Apply

We hope you will consider expressing an interest in this role.

To make an application, please go to <https://starfishsearch.com/jobs/cen-ageing-better-ce/> and click on the apply now button, with the following prepared:

- your CV or equivalent biographical information
- a covering letter that sets out your motivation for applying for this appointment and what you think you would be able to achieve after four years in post
- details of two people you have worked with previously who we could talk to at shortlist stage (with your permission).

Please ensure you have also completed and submitted the equal opportunities monitoring form. The information you provide will be treated as confidential and used for statistical purposes only. The form will not be treated as part of your application.

The closing date is **Monday 21st June 2021**.

Longlist interviews by zoom are likely to be held at the very end of June or very start of **July 2021**.

Agreement of the final shortlist is likely to be in mid July 2021. Informal meetings or telephone calls will follow confirmation of the final shortlist.

Formal interviews for shortlisted candidates are expected to take place in person in the **final 10 days of July 2021**. The day may also include informal sessions with key staff and stakeholders.

We are striving to create an organisation that reflects our society and the communities we serve. A workplace where everyone feels empowered and where diversity of background and thought is celebrated. We know there is more work to be done and are committed to continuing to improve our practice around Equality, Diversity and Inclusion.





 Centre for
Ageing Better

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