

The Richmond Group of Charities

Chief Executive

 ageUK

 Alzheimer's
Society
United
Against
Dementia

VERSUS
ARTHRITIS

BritishRedCross

**BREAST
CANCER
NOW**
The research
& care charity

MACMILLAN
CANCER SUPPORT

 ASTHMA +
LUNG UK

DIABETES UK
KNOW DIABETES. FIGHT DIABETES.

Stroke
Association

 British Heart
Foundation

**ROYAL
VOLUNTARY
SERVICE**

 Rethink
Mental
Illness.

 Starfish

Welcome

Thank you for your interest in becoming our new Chief Executive.

The Richmond Group of Charities brings together a range of major national charities who are all key players in England's health and care system, investing many millions as significant delivery partners for the NHS and other public services. Together we hear the concerns of and provide information and advice to more than 13 million people each year. Our purpose and credibility flow from the shared insights we generate from our substantial individual contributions, through direct service delivery, listening to and championing the voices of patients and carers, and funding research.

Our primary purpose is to influence policy, practice and systems change around multiple long-term conditions in England, with a particular emphasis on tackling health inequalities. Inclusion and integration are at the forefront of our coalition and we are committed to collaboration between ourselves and the systems to demonstrate the added value of national health and care charities enabling integrated person-centred care for everyone living with multiple long-term conditions. As we emerge from the pandemic, our work couldn't be more important.

We're looking for a Chief Executive to harness the power of our collective voice to drive positive change. A thought leader with presence and energy, you will bring a successful track-record of working with and influencing decision makers to shape bold and impactful national system, policy and practice change. You will be a strong strategic thinker who can identify and maximise opportunities to achieve meaningful outcomes. You will understand the power of coalitions and have exceptional convening and coalition building skills which unleash the potential of our member charities, build alliances with others, and empower a small but talented team. An outstanding communicator who has worked with both the voluntary and statutory sectors, you will ideally bring knowledge of national health and social care policy and political issues with relevant networks.

Wherever you are now, you will be inspired by the opportunity to shape and influence positive outcomes for people with long-term conditions and recognise our potential to do even more as a coalition. If this excites you, if you bring the skills and experience we are seeking, and can see how you can make a difference, we'd love to hear from you.

The Richmond Group is committed to tackling health inequalities faced by people with multiple long-term conditions and we understand how important it is that our workforces are representative of the people we support. As a result it will be major asset if applicants bring lived experience of inequalities or exclusion; understanding of how to embed a focus on equity in all aspects of advocacy and strategy; and skills in how to engage, represent and give a platform to excluded groups.

Juliet Bouverie OBE
Chair



About Us

The Richmond Group of Charities is a coalition of some of the leading health and social care organisations in the voluntary sector. The pandemic has led us to look at how our collaboration can be reset to support the legacy of Covid. We work together as a collective voice to influence health and social care policy and practice, with the aim of improving the care and support for the 13 million people living with long-term conditions we represent.

We are passionate about bringing the patient and user voice/experiences and outcomes into the very heart of health and care decision-making. We promote and facilitate the kind of transformational change which will most improve outcomes and experience for people. We champion person-centred, integrated, high-quality care and effective use of health and care resources to achieve this.

We have unique insights into how people with a range of different long-term conditions live their lives and experience their care through our service delivery, volunteering and research activities. We draw on our beneficiaries' experiences and amplify their voice in all that we do and say. Each of our member charities is a powerful influencer in their own right. By working together and harnessing our collective insights into a shared agenda, we have the opportunity to achieve transformational change. Our focus on people with multiple long-term conditions and the health inequalities that they face in a post pandemic world is deliberate as we feel that we have a lot to offer.

We are a close collaboration, based on long standing and trusted relationships between people at all levels in the twelve member organisations, but we also work with other, external partners where this gives us greater impact. We are a critical friend of the health and care systems, advocating for users and patients, but keen to support and accelerate the development of evidence based, sustainable and innovative solutions to the many challenges facing health and care today.

We are here to help.

To find out more about who we are, please click here: therichmondgroup.co.uk (richmondgroupofcharities.org.uk)



Job Description

Job Title: Chief Executive

Directorate: Advocacy & Communications (Employed by Macmillan Cancer Support)

Reporting to: Chair of Richmond Group of Charities

Direct reports: 5

Role purpose:

We are looking for a Chief Executive to work collaboratively with Richmond Group members to create and deliver a bold and focused programme of work which achieves policy, practice and systems change for the benefit of people living with multiple long-term conditions in England.

In this role, you will work with different people and teams, they are...

- Richmond Group Leadership Group (mostly charity CEOs)
- Richmond Group senior leaders in policy influencing and operations/services roles
- Influential leaders of the UK's Health & Social Care System

Main Responsibilities

- Work with the CEOs and other senior leaders in Richmond Group member charities to identify the role the Group can plan in delivering impact for people with multiple long-term conditions in England and addressing health inequalities via policy, practice and systems-change.
- Co-create a focussed work programme which sets out how the Richmond Group will influence policy, practice and systems change, in line with data/insights and a clear 'theory of change' and ensure this complements and adds value to the activity and roles of members.
- Co-design the change plan, including developing key messages and calls to action, commissioning external data/research as required, creating stakeholder management plans, and designing appropriate influencing tactics.
- With the support of member charities, ensure that the Richmond Group's target stakeholders and decision makers in health and care are systematically identified and cultivated, and create alliances which amplify our voice and impact.
- Act as the principal thought-leader and spokesperson for the Richmond Group externally at meetings, conferences / events, and through relevant media, and support others representing the Richmond Group externally with briefings and relevant collateral.
- Convene relevant internal and external fora to collect and share insights and intelligence about the changing health and care landscape, acting with agility to capitalise on relevant opportunities.
- Develop and maintain strong, authentic, resilient and trusting relationships between senior leaders from all member charities.
- Ensure that the purpose of the Richmond Group's strategic partnership with Sport England clearly delivers policy, practice and systems change for people with multiple long-term conditions. Ensure that the partnership delivers on its programme objectives and has effective governance and stakeholder ownership.
- Support and inspire the Richmond Group Secretariat team to be a high performing team with clear roles and responsibilities, which feels trusted and empowered, and where individual members are supported to develop and grow.
- Ensure that the Richmond Group governance/decision making and operating model is clear, effective and financially sustainable.

Knowledge and Experience

- Experience gained in complex organisations or coalitions of collaboratively developing clear 'theories of change' to pinpoint routes to achieving impact and then leading focussed programmes of work to achieve this.
- A successful track-record in working with and influencing senior level stakeholders / decision makers and influencing bold and impactful national policy and systems change.
- Experience of operating as an effective systems leader, able to balance support and challenge as a 'critical friend', manage conflict, and demonstrate political astuteness.
- Experience as a national thought leader, with the ability to make sense of complex policy information, formulate clear policy positions, and write and express thinking and recommendations clearly and effectively.
- Experience of leading beyond authority, influencing sideways and upwards, with the confidence to make decisions independently and lead from the front.
- Significant experience of both the voluntary and statutory sectors at national level, ideally with knowledge of health and social care policy and political issues and relevant networks.
- Experience of developing and supporting a small staff team, with an ability to spot and unleash potential within member charities as well.
- Experience of developing and managing budgets and ensuring good governance and compliance.

Skills and Abilities

- Good strategic thinking and analytical capabilities, with experience of commissioning and synthesising data and insights from multiple sources, co-creating clear strategies and work programmes with a small number of priorities, and leading their implementation with energy, courage, focus and discipline.
- The ability to remain focused on outcomes, yet flexible on tactics in response to changing people and system dynamics and opportunities, and comfortable with ambiguity and a test and learn approach.
- Excellent verbal and written communication skills, inspiring members and partners with clear, engaging and thoughtful messages tailored to different stakeholders and with experience of different comms channels, including conference platforms, broadcast and social media.

Styles and Behaviours

- **Delivering results:** This is about creating the right environment so that The Richmond Group develops great strategies and delivers them very effectively
- **Learning and improvement:** This is about role-modelling and building a culture of best practice learning and improving
- **Communicating and influencing:** This is about acting as a spokesperson for The Richmond Group; influencing, negotiating and communicating openly, honestly and constructively
- **Enabling change:** This is about identifying and driving real change and about building a resilient culture that embraces necessary change
- **Making decisions:** This is about creating the right strategies based on the appropriate level of insight and communicating these strategies clearly and simply
- **Engaging people:** This is about leading with authenticity, promoting an inclusive environment where all are valued and supported
- **Empathy:** This is about having a good understanding and a passion for improving the lives of people with multiple long-term conditions.

Terms of Appointment

You will be employed by Macmillan Cancer Support and subject to Macmillan's employment terms and conditions, and policies and procedures.

The line-management of the Richmond Group Chief Executive will be aligned with the Richmond Group Chair, currently the Chief Executive of the Stroke Association.

We are open to flexible work arrangements, including flexible hours, job-share, secondment from a Richmond Group member charity, and home/remote working.

Salary

The salary for this role is c.£90,000 per annum on a full-time basis.

Location

National - home-based

Annual leave

25 days holiday a year, plus an additional day after each full year of employment

Pension

A competitive pension scheme, which Macmillan matches up to 7.5%

Safeguarding

At Macmillan, we are committed to safeguarding the well-being of all service users, employees and volunteers who are involved in or affected by our work. All children and adults, regardless of age, disability, sex, racial heritage, religious belief, sexual orientation, or gender identity, have the right to equal protection from all types of harm or abuse and the right to be treated with respect.

All employees and volunteers have a duty to prevent the abuse of children and adults and report any safeguarding concerns to the relevant person.

Equality Diversity and Inclusion

Our members understand how important it is that our workforces are representative of the people we support, and who support us. We particularly welcome applications from Disabled, Minority Ethnic and/or LGBTQ+ candidates who are under-represented in our sector at this level.



How to Apply

If you would like discuss the role before making an application please contact Katy Giddens at katy.giddens@starfishsearch.com

To make an application, please go to <https://starfishsearch.com/jobs/richmond-group-chief-executive/> and click on the apply now button, with the following prepared:

- Your CV (no more than three sides).
- A supporting statement (no more than two sides) that sets out why you think this role is the right move for you and how you meet the knowledge and experience criteria.

We would also be grateful if you would also complete the Equality and Diversity monitoring form on the online application process. This form is for monitoring purposes only and is not treated as part of your application.

Closing date: 11th May 2022

Preliminary interviews with Starfish: w/c 16th May and w/c 23rd May 2022

Interviews with The Richmond Group of Charities: 20th June 2022

