



Avalon
Group



Chief Executive



Starfish

Welcome from the Chair

Thank you for your interest in becoming the next Chief Executive of the Avalon Group. After 20 years of leading the organisation, our current Chief Executive, Larry Hollando is set to retire in February 2023.

During Larry's tenure, the Group has expanded in the North East and now operates in nine local authority areas, providing innovative, person-centred services including the first Shared Lives community at Botton Village.

2023 will be a new era in our development as we seek to grow our services and explore new markets, and although we are not looking for a like-for-like replacement for Larry, we do need someone who shares the same collegiate, inspirational leadership to ensure that the family feel that makes Avalon such an enriching place to work remains at the heart of our charity's culture. We're really proud of the high-quality, person-centred services we provide to our communities, and we have built a good reputation with our customers. Our next chief executive will build on the excellent work our committed and passionate staff deliver, whilst maintaining the good relationships with our funders and seeking out new ones.

We need someone with a business mind but a social heart and with the capacity to spot opportunities for innovation, built on an understanding of high-quality care and support in a highly regulated environment. You will be a resilient and experienced leader and a good coach and people manager with the ability to engage and retain staff during an important time of transition. With experience in social care, you'll be used to supporting organisations who run on tight margins. Collaborative and inclusive in your approach, you'll be a good communicator who is able to influence and manage change with sensitivity.

We look forward to welcoming the next leader to this crucial post, and to identifying an individual who shares this commitment to our vision and goals but who will bring further skills and a fresh perspective whilst injecting their own brand of leadership. It's an exciting opportunity to help our charity with the next phase of it's development.

If this sounds of interest, and you bring the experience, skills and drive to make things happen, we look forward to hearing from you.

Stephen Fox
Chair of the Board of Trustees



About Avalon Group

Hello, and welcome to the Avalon Family. We're an award-winning charity working across the north of England. The people we support are our customers, and they're at the centre of everything we do. Our customers are all adults and live with conditions like:

- Dementia
- Physical disabilities
- Sensory or learning disabilities
- Mental health conditions
- Acquired brain injuries
- Autism

We help our customers through our three core services, supported living, community support and Shared Lives.

We're proud of our services

We're registered with local authorities and we're rated highly by the CQC. That means we get inspected regularly to make sure we're doing a good job. When you're a customer with Avalon, you're the most important person to us, so make sure you let us know how we're doing.

We are registered with local authorities and rated highly by the Care Quality Commission independent inspectors.

Avalon is a charity led by its purpose. Everything we do is to help support our customers to live fulfilling lives – however they choose.

To help us make sure we're always doing our best, we're always guided by our vision, mission and values.

Our vision

The people we support will achieve their best life experience

Our mission

We provide inclusive, personalised support in our local communities, helping individuals and families to improve their lives every day

Our values:

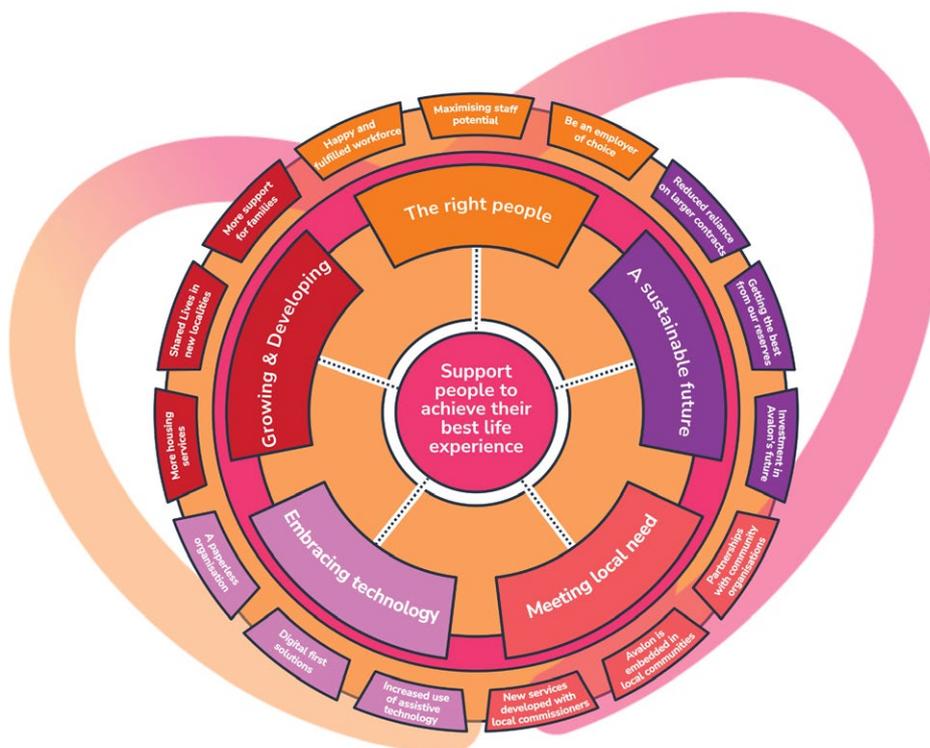
- We are kind and respectful to everyone
- We are honest and trustworthy
- We are always learning and developing
- We are inclusive; everyone has a voice
- We work in partnership with our communities

Our impact

Click below to view video



Our Plan



Role Description

Role Title:	Chief Executive
Reporting to:	Chair of the Board of Trustees
Direct reports:	Director of Finance & Resources, Director of Operations, Director of People and Culture, Head of Business Development & Communication

Role Purpose

To provide strategic leadership to Avalon Group and to work effectively with the Board of Trustees in the delivery of the organisation's strategic objectives, business and financial plans and on achieving best practice in line with our agreed values, all underpinned by a strong commitment to diversity and inclusion. Ultimately accountable for the overall performance of the organisation, and for maintaining a commitment to the integrity of the organisation and its activities. To ensure Avalon Group's long-term sustainability through effective governance, sound financial management and effective and efficient delivery of services. To drive innovation and ensure Avalon Group continues to be a leader in the social care sector.

Key responsibilities and duties

- In partnership with the Board of Trustees, take forward Avalon Group's vision and strategic plans, while planning the organisation's longer term direction and priorities.
- Lead and manage the director team, ensuring best practice ways of working, transparency and accountability throughout the organisation.
- To lead, motivate and develop Avalon Group employees, inspiring all colleagues to achieve the highest standards of performance and putting customers at the heart of what we do.
- Work externally to build and maintain strong working relationships with different partners and stakeholders at all levels, and seek opportunities to promote the role of the organisation, ensuring we are seen by partners, stakeholders and peers as high performing, effective and highly regarded.
- Ensure that the Avalon Group brand is recognised and reflects the organisation's commitment to innovation, quality and person-centredness.
- Ensure regular monitoring of key performance indicators, including operational and financial targets, and recommending and driving corrective action as required.
- Evolve the organisational model as required, including hiring key staff and leading the appraisal and development processes.
- To ensure that, at all times, the finances of the organisation are soundly managed and consistent with the strategy and plans approved by the Board.
- To continue the development and implementation of appropriate working policies and procedures to support the effective implementation of strategy.
- Ensure the implementation of systems of control across Avalon Group to manage risk and compliance with statutory requirements and provide appropriate assurance to the Board.
- With the Chair, ensure that the Board is fully informed and engaged and meets all its statutory obligations and development goals, as appropriate.

Part One: Knowledge and Experience

- Senior leadership experience, ideally at CEO or Executive Director in an organisation of comparable scale.
- Detailed knowledge of the health and social care sector, gained from direct work experience in this environment or from working alongside it.
- Experience of developing services, ideally Mental Health, Dementia or SHL services.
- Strong at building and retaining meaningful relationships with key stakeholders including commissioners and funders and of influencing the development of national/regional policy.
- Deep experience of complex operational management and leadership and having successfully delivered results in a similar environment, including direct experience of formulating and developing strategy.
- Experience of organisational growth through different means and being able to quickly identify the most appropriate method
- Excellent track record of effective and sustainable business growth and ability to anticipate organisational needs.
- Direct experience of effective governance, particularly of working effectively with a Board of Trustees.
- Evidence of developing organisational strategy and initiating and leading organisational change.
- Experience of developing and maintaining partnerships across public, private and not-for-profit sectors.
- Qualified to degree level or equivalent, relevant postgraduate qualification preferred, and evidence of continuing professional development.

Part Two: Skills and Abilities

- Proven organisational development and influential leadership and negotiation skills.
- Good business and financial planning skills together with the ability to evaluate, assess and manage risk.
- Strong people leader, persuasive and passionate leadership style and ability to develop and engage teams.
- Strategically insightful, capable of bringing ideas and innovation and, equally, in leading and managing change.
- The authority, passion and communication skills to represent Avalon Group with external stakeholders, partners and our customers.

Part Three: Leadership Style and Attributes

- Completely aligned with and committed to Avalon Group's mission, focus and values.
- Passionate about building an organisation that reflects the diversity of the population it serves.
- Inspiring, dynamic leadership, with the ability to engage and motivate stakeholders both within and outside the organisation.
- Strategic thinker; innovative and entrepreneurial in approach.
- Possesses energy, drive and initiative and is a confident adviser and decision-maker.
- Strong focus on results and is tenacious and resilient.

Terms and conditions of appointment

Remuneration

This role attracts a salary of circa £90,000.

Contract

This is a permanent executive appointment.

Annual Leave

25 days increasing annually (when you have worked for us for a full financial year) up to a maximum equivalent of 30 days per annum, plus bank and public holidays

Pension

Pension is NEST Scheme (5% employee, 3% employer contribution, however, after successful probation they can join the Aviva scheme minimum employee 5%, employer 6%

Location

We operate Agile working, which includes home-working, meetings at Head Office (Harrogate) and travel across the Avalon geographical area

Equal Opportunities

Avalon Group aims to be an equal opportunities employer and is determined to ensure that no applicant or employee receives less favourable treatment on the grounds of gender, age, disability, religion, belief, sexual orientation, marital status, or race, or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

Other benefits include:

- 45p per mile car allowance
- Wider Wallet is a private discount and benefits package, offering a wide range of better-than-public deals. The package includes an Everyday Advice Line, with 24/7 support
- Discounted Health Cash Plan
- Able Futures can help you manage your mental health at work so you can enjoy more good days.



How to apply

We hope you will consider making an application. If having read through the candidate brief you have any questions about the appointment, please contact Juliet.brown@starfishsearch.com or Rebecca.oconnor@starfishsearch.com.

To make an application, please go to <https://starfishsearch.com/jobs/avalon-ce/> 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 Parts 1 and 2 of the person specification.

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:

Friday 22nd July 2022

Preliminary interviews with Starfish:

w/c 8th and w/c 15th August 2022

Informal chats with Chair and Larry, visit a service:

w/c 12th and w/c 19th September 2022

Interviews with Avalon Group:

w/c 26th September 2022

