

THINK
AHEAD



CEO
Role Pack



Welcome from the Chair

Thank you for your interest in the role of Chief Executive of Think Ahead. We are offering an unrivalled opportunity to lead our charity through a period of exciting growth and development.

Since I joined Think Ahead in 2014, our work has very much been guided by the charity's vision of a society where everyone with mental health problems can flourish. We have established Think Ahead as a well-respected organisation bringing committed and talented people into the mental health workforce. Our flagship programme has put mental health social work on the map as a career of choice, facilitating around 700 people to enter the profession. Just as important has been our work to partner with NHS mental health trusts and local authorities across the country, lending much-needed emphasis to the social factors in people's lives that impact on their mental health.



This is a pivotal moment in time for Think Ahead and our opportunity to draw on the skills, experience and passion of a highly respected charity. We want to expand our reach and impact further across the mental health workforce, achieving this through an ambitious programme of recruitment, training and development.

This is a significant leadership role and we are therefore looking for a proven leader who has gained experience either as Director or CEO. Knowledge of mental health and the mental health workforce would also be an asset. Wherever you are now, you will be someone with experience of turning concepts into clear organisational strategy, plans and impact. We have a talented and highly motivated team in place, so your leadership skills will be important, and you will be someone who inspires trust and confidence quickly both within and outside the organisation. A confident and outward-looking leader, you will have strong desire to collaborate with others in pursuit of our goals, leading by example by living the charity's values.

We work hard to raise the profile of diversity in the mental health workforce at all levels and each year brings a diverse cohort of new entrants. We are committed to improving the representation of diverse groups at senior levels across the mental health and social care sectors and welcome applicants from all backgrounds.

If you believe you have the skills, experiences and personal qualities we are seeking I very much look forward to hearing from you.

Professor Dame Carol Black
Chair of the Board of Trustees



Think Ahead in brief

Our vision

That everyone with a mental health problem can flourish.

We believe

To ensure people with mental health problems can flourish, the workforce who support them must also be flourishing.

Our approach

People with mental health problems need a response that seeks to understand and can support social factors in their lives, from employment to relationships to housing. That is why we advocate for a social approach to mental health provision.

Our mission

We recruit, train, and develop the mental health workforce to provide the most effective support to people with mental health problems.

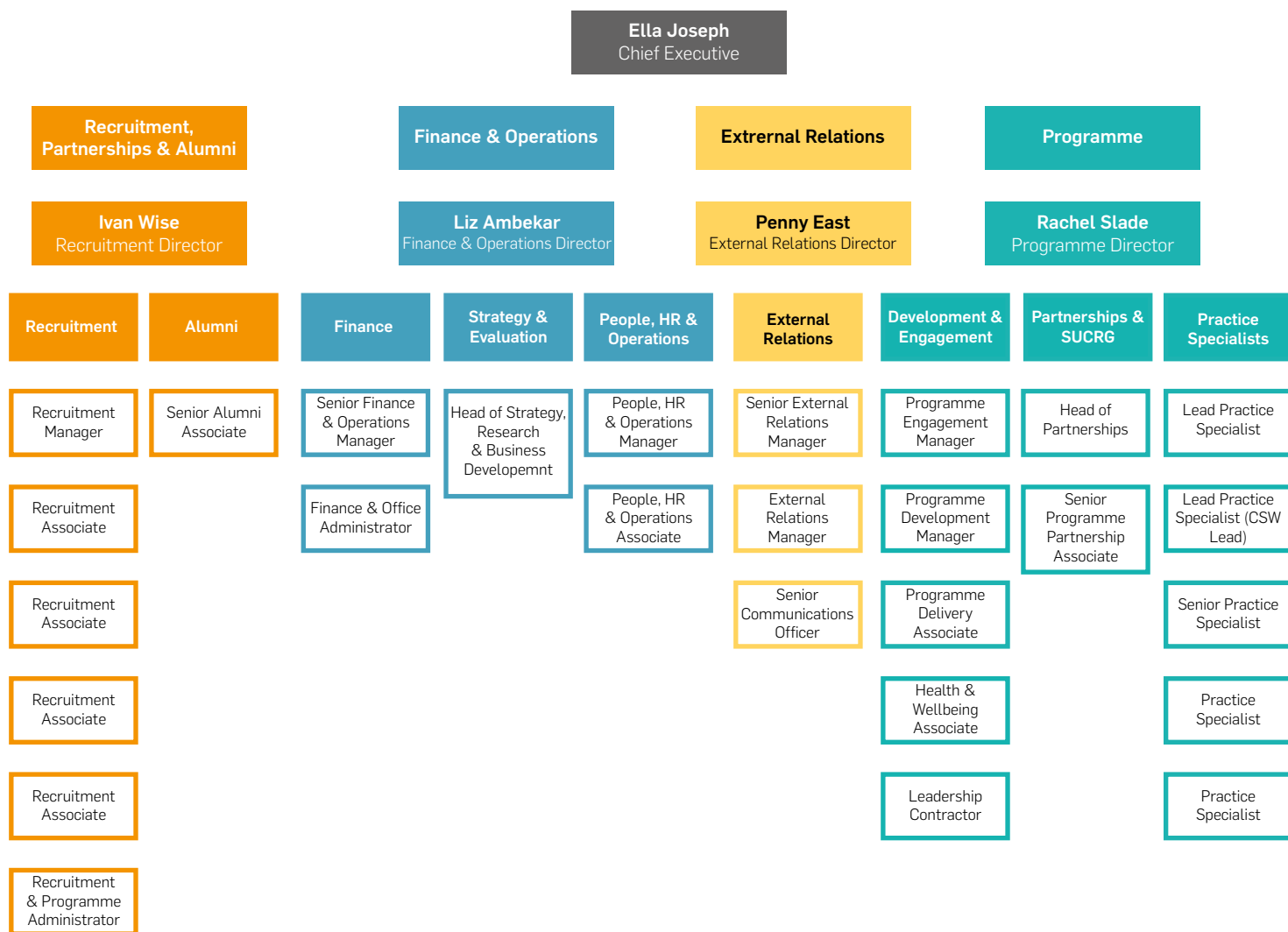
Our values

We put our values at the heart of everything by being:

- Inspirational – we set ambitious goals, and we attract and lead others to achieve our vision
- Inclusive – we respect everyone, build networks, and act in partnership
- Genuine – we are honest with others, we seek feedback, and we reflect on ourselves
- Determined – we stay on course, we set the right pace, and we don't give up
- Effective – we use evidence and innovation to find what works and get things done



How we are structured



Find out more

Read more about Think Ahead, our work and our impact by visiting www.thinkahead.org

Role Profile

Role title	Chief Executive
Accountable to	Chair of the Board of Trustees
Direct reports	Programme Director; External Relations Director; Finance and Operations Director, and Recruitment Director
Role purpose	<p>The CEO of Think Ahead is here to lead the charity to have a wide ranging and long-lasting impact on our vision of a society where everyone with mental health problems can flourish. To achieve this, our charity recruits, trains, and develops the mental health workforce to provide the most effective support to people with mental health problems.</p> <p>As CEO of Think Ahead you will have ultimate responsibility for our approximately 30 FTE staff, our Service User and Carer Reference Group, our partnerships with mental health services across the country, the 160 participants who join our flagship programme each year, and the £9m income we receive to support everything that we do.</p>

Main responsibilities of the role

- **Strategic direction:** Set our organisational strategy to maximise the charity's impact and identify new opportunities for Think Ahead to pursue in line with our vision and mission. At the heart of our organisational strategy are plans to grow and diversify the charity's role and impact across the mental health workforce alongside the continued excellent delivery of our flagship programme. You will need to feel comfortable operating in a commercial environment to make a strong business case for the work that the charity does.
- **Delivery oversight:** Ensure we are always working in pursuit of best practice for those with lived experience of mental health problems, with robust operational plans that are implemented with a clear emphasis on continuous improvement and offering our partners and funders value for money.
- **Leadership:** Lead Think Ahead's talented senior management team to be more than the sum of its parts. Inspire, motivate and lead the charity's staff team to achieve the organisation's goals, working as a cohesive group, with a positive work ethic and inclusive culture that brings Think Ahead's values to life.
- **Awareness raising:** Be the lead advocate for Think Ahead externally, with the Government, mental health community, health and social care sector as well as the media. Ensure Think Ahead maintains a high public profile and excellent reputation, raising awareness of the issues that are fundamental to a flourishing mental health workforce.
- **Partnerships and collaborations:** You will hold a pivotal relationship with the service-user community. Expand and deepen the charity's partnerships with organisations across the social work, social care and mental health sectors, to deliver Think Ahead's mission. At the heart of this work should be effective collaboration with the wider Think Ahead community of alumni and supporters, our Service User and Carer Reference Group and our employer partners in mental health trusts and local authorities across the country. Nurture the partnerships fundamental to our flagship programme: with DHSC and also our academic partner, Middlesex university.
- **Governance, accountability and financial management:** Responsibility for running our charity with an income of around £9m and working to grow and expand its funding base. Support strong governance of the charity through high quality, transparent work with the board so that trustees can provide effective challenge and hold the CEO to account. Take responsibility for all compliance and the proactive management of risks as well as management of financial resources, premises and other assets.

Person Specification

In your written application, you may find it helpful to reference the criteria in Part One. The criteria in Parts Two and Three will be explored at interview.

Part One

Knowledge and experience

- A trusted and respected leader with a successful track record of delivering high quality public impact at Board / Senior Management Team level, ideally as CEO or Executive Director of a comparable organisation.
- Knowledge of mental health and the mental health workforce.
- Experience of inspiring and maintaining a positive, values-led working culture that delivers high performance.
- Commercial experience.
- Experience of working as part of a Board or equivalent structure to shape and set organisational strategy.
- Track record of persuading and influencing stakeholders.

Part Two

Skills and abilities

- An effective leader and empathetic communicator who wins loyalty and support.
- Excellent relationship-builder with the ability to inspire others and build partnerships.
- Sharp commercial acumen combined with high analytical capacity.
- A strong influencer and negotiator with a modern and forward-facing outlook.
- Outstanding interpersonal skills with presence that secures the trust and confidence of stakeholders, trustees, partners and staff.
- Solid financial management and planning experience.
- Recognises and is able to respond to a complex and fast moving environment with regard to increasing mental health needs.

Part Three

Leadership style and personal attributes

- Committed to Think Ahead's values and vision of a society where people with mental health problems flourish.
- Inclusive style, reflecting Think Ahead's deep commitment to equality and diversity and ensuring a diverse range of views is sought to inform thinking and decision making.
- Open and collaborative approach. Leads by example in fostering collaborative and compassionate leadership within the organisation and across the sector.
- Maturity of judgement and willingness to be a visible leader and positive driving force.
- Natural collaborator and alliance-builder with self-awareness and emotional intelligence.



Terms of Appointment

Salary

This role attracts a salary of circa £95,000 with more available for an exceptional candidate.

Location

Our London office is currently based in Chancery Lane, London. Think Ahead is working on a hybrid basis, with two days in the office and the option to work from home for the rest of the week. We offer flexibility around our core hours of 10am and 4pm. As CEO, the successful candidate will be expected to have the required presence and visibility to lead the organisation effectively.

Pension

Auto-enrolment in our Aviva pension scheme with up to 7% employer contributions dependent on matched contribution from employee. Death in service benefit of £100k flat rate for all staff.

Other benefits include

- 28 days leave + UK bank holidays rising to 29 days leave after three years. Office closure between Christmas Eve and New Year's Day, given to staff in addition to their annual leave entitlement.
- Generous paid sick leave based on service and income protection insurance for long term sickness providing 70% salary for three years.
- Enhanced Occupational Maternity, Adoption, and Shared Parental leave policies and time off for IVF/fertility appointments.
- Flexible working options to support those with caring responsibilities.
- Cycle-to-work scheme and interest free bike loans.
- Interest free season ticket loans.
- Support for external volunteering including, two volunteering days and ability to work flexibly to accommodate daytime meetings.
- Access to an employee assistance programme through Health Assured.
- Free eye-test every two years and contribution towards cost of any glasses or contact lenses required due to work.
- Access to mental health first aiders and MHFA training.
- Free Flu vaccine every year.



How to Apply

We hope you will consider making an application. To do so, please go to <https://starfishsearch.com/jobs/think-ahead-ceo/> and click on the apply now button, with the following prepared:

- Your CV (no more than three sides)
- A short supporting statement (maximum two sides) that sets out why you are interested in joining Think Ahead as our next CEO and what you can bring to the role
- We would be grateful if you would also tell us your current salary details and any dates when you are not available to attend interview.

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: Monday 5th September 2022

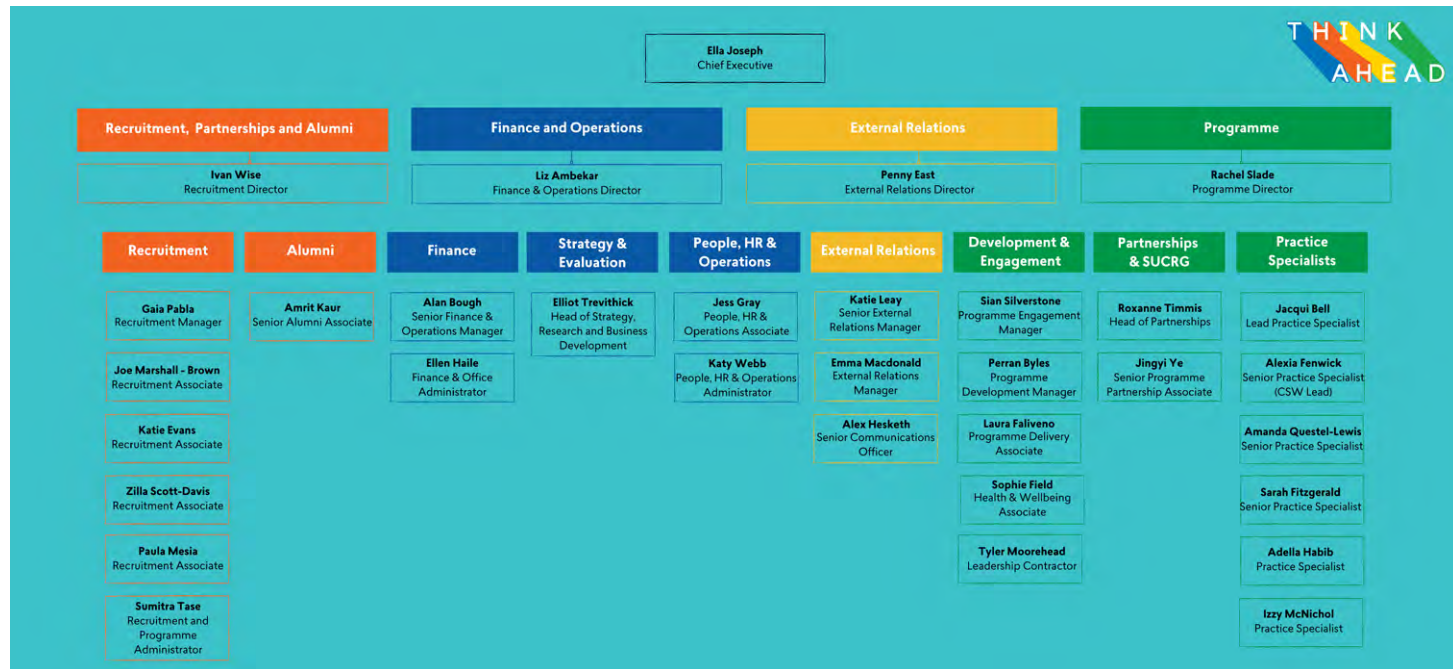
First stage discussions with Starfish for selected candidates are expected to take place on or around 13th and 14th September 2022.

Informal conversations with the Chair, Professor Dame Carol Black, will take place for shortlisted candidates on the morning of 22nd September 2022.

Formal interviews and informal engagement with the senior team will take place on 23rd September 2022.



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