



RECRUITMENT PACK

CHIEF EXECUTIVE



WELCOME

Dear Candidate,

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

Established in 2016, Just Like Us are an award-winning, dynamic LGBT+ charity for young people, working for a world where all LGBT+ young people thrive. We work with schools, employers and young people to help support them to be champions and advocate for their community about LGBT+ equality. Since 2016 we've grown exponentially and last year our programmes reached more than half of all secondary schools in the UK.

We're resilient; during the pandemic rather than contracting we expanded our reach and offering and we're looking for our new Chief Executive to lead Just Like Us through another exciting period of growth as we further scale our operations with a view to supporting every school in the UK. We've seen the transformative impact of our work to ensure that LGBT+ young people live awesome lives, but there's so much more to do.

We're looking for an entrepreneurial, collegiate and adaptable leader who shares our values and matches our ambition to support more young people at a crucial time in their lives. You will be experienced at leading and inspiring teams to success and will have a strong track record in securing new income streams and have engaged with a wide range of stakeholders including corporates, donors, volunteers, foundations and, of course, young people. As the public face and spokesperson for Just Like Us, you will be confident strengthening and extending our profile as the leading voice on issues relating to LGBT+ young people.

You will get to lead a small, highly effective and committed team and you'll also benefit from working with a highly engaged and experienced Board of Trustees. The ability to roll your sleeves up whilst able to keep your strategic outlook will be vital so that we achieve our vision to scale our programmes so that we can reach every young person who needs our support.

If this sounds like an opportunity that excites and sparks your desire to help and support more young people in what is still a tough environment to be LGBT+, we'd love to hear from you.

Daniel Gerring
Chair of Trustees



ABOUT US

OUR WORK

Just Like Us (JLU) is the LGBT+ young people's charity, working for a world where all LGBT+ young people thrive. Our mission is to empower young people to champion LGBT+ equality.

To do that, we run three programmes:

- **The Ambassador Programme:** We partner with employers to train LGBT+ young adults (18-25) to use their voices to advocate for their community by giving talks and workshops in schools and workplaces; and writing comment pieces in national media outlets.
- **School Diversity Week:** Our annual initiative empowers teachers and pupils across the country to tackle homophobic, biphobic, and transphobic bullying by organising activities that celebrate LGBT+ equality in education. Last year almost 5000 schools - and half of all secondary schools - signed up to take part.
- **Pride Groups:** Our Pride Groups programme trains teachers and students to establish and run Pride Groups - student-led, school-based clubs for LGBT+ students and allies.

Mentoring scheme: Our mentoring programme that matches our Ambassadors with senior LGBT+ professionals in their field of choice will match more than 70 mentors and mentees this year, creating opportunities for our young people that would ordinarily be extraordinarily difficult to come by.

OUR ACHIEVEMENTS

- Trained more than 700 volunteer young LGBT+ Ambassadors who've delivered talks to more than 100,000 pupils in schools across the UK. After our workshops, almost 9 in 10 young people say they will do at least one new thing to support LGBT+ friends and classmates
- Worked with more than 5000 schools as part of School Diversity Week
- Won Pink News Community Group of the Year, Business Charity Award, Guardian Change Hero and Prime Ministerial Point of Light. Featured in The Guardian, The Telegraph, BBC News, ITV News, PinkNews, Attitude, and Gay Times
- Partnered with leading companies including Facebook, JP Morgan and Travers Smith to provide training, mentoring and career opportunities to our young volunteers



JOB DESCRIPTION

Job title: Chief Executive

Reports to: Chair of Trustees and Board

Direct reports: Director of Programmes, Director of Communications, Director of Development

JOB DESCRIPTION

As Chief Executive you'll be responsible for implementing JLU's vision and strategy, shaped in partnership with the Board of Trustees, by leading and managing the charity's operations. You'll be a public face and spokesperson for the organisation, responsible for strengthening our profile as the leading voice on issues relating to LGBT+ young people. You'll build on our solid financial foundation by developing new funding sources, both individuals and organisations, inspired by our mission. Day to day you'll lead and grow our team of twelve staff.

KEY RESPONSIBILITIES

- Work with the Trustees to deliver and further develop Just Like Us' five-year strategic plan
- Increase Just Like Us' annual turnover substantially with a diversified and sustainable fundraising strategy
- Sustain and strengthen Just Like Us' position as a leading actor in the LGBT+ education sector in the media and represent Just Like Us at events
- Identify, build and maintain strategic partnerships in the public, private and third sector which will further our work to eliminate homophobic, biphobic and transphobic bullying
- Lead, coach and develop the Just Like Us team so they are able to perform to the highest level
- Attend, support and answer to the Board of Trustees at quarterly meetings
- Oversee all operational activities and monitoring and reporting to the Board on performance against objectives



PERSON SPECIFICATION

KNOWLEDGE AND EXPERIENCE

- Experience of developing and delivering strategic plans whilst overseeing their effective implementation
- A proven track record of budget planning and financial management
- Experience of inspiring, developing and leading teams to deliver on ambitious strategic objectives
- Knowledge of the third sector and charities' legal and regulatory obligations
- Knowledge of the UK education system
- Expertise in diversity and inclusion including in the LGBT space

SKILLS AND ABILITIES

- Proven ability to identify and secure new income streams to enable strategic growth
- Ability to lead and inspire multi-functional teams
- The ability to build and grow partnerships with private, public and third sector stakeholders
- Possess outstanding communication, presentation and interpersonal skills, and able to engage with a range of stakeholders including corporates, donors, volunteers, foundations and young people

STYLES AND BEHAVIOURS

- Entrepreneurial, adaptable, and innovative approach to business planning and delivery
- A clear commitment to Just Like Us' vision and mission
- Emotional intelligence and empathy
- A naturally collaborative approach to working



TERMS OF APPOINTMENT

SALARY

The salary for this role is £70,000 per annum on a full-time permanent basis.

LOCATION

London base, with some hybrid working.

PENSION

6% matched

ANNUAL LEAVE

28 days (excluding statutory public holidays)

HOW TO APPLY

We hope you will consider making an application. If you have questions about the appointment and would find it helpful to have an informal conversation, please contact Rebecca O'Connor rebecca.oconnor@starfishsearch.com and we will be happy to arrange a call with one of the team.

To make an application, please go to <https://starfishsearch.com/jobs/jlu-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 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:	Friday 24th March 2023
Preliminary interviews:	w/c 3rd April 2023
First stage Panel interview:	w/c 17th April 2023
Second stage panel interview:	w/c 24th April 2023